

**Soweto Township youth experience  
of unemployment**

by

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## **Dedication**

This dissertation is dedicated to my parents, Elder Daniel and Mrs Felicia Messigah, and my wonderful family.

## **Declaration**

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**SOWETO TOWNSHIP YOUTH EXPERIENCE OF UNEMPLOYMENT**

I declare that the above thesis is my own work and that all the sources I used or quoted have been indicated and acknowledged by means of complete references.

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Signature

Date: January 2019

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## **Abstract**

**Background:** The South African youth is confronted by unemployment. Ironically, even the youth of Soweto Township experience the harsh realities of unemployment, despite them playing a significant role to fight the apartheid regime. Therefore, the study explores the experiences of the youth of Soweto with regards to unemployment.

**Method:** This study adopted a qualitative research approach and case study design. The purposive sampling method was used to select the sample. The sample consisted of ten unemployed youth of Soweto Township. The unstructured interview was utilised to collect data.

**Results:** One of the main findings in this study was the fact that unemployment has impacted negatively on young people in Soweto Township. Unemployment has led to psychological effects and isolation amongst the jobless youth of Soweto.

**Conclusion:** There is a need for great job opportunities for the youth in South Africa to grow the economy. This could also reduce crime among young people since it is well known that some of the young people have engaged in criminal activities due to unemployment.

### **Key Terms:**

Unemployment; Youth; Qualitative; Violence; Crime; Transactional sex, Ecological system theory, Soweto, Nepotism, Employment.

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## **List of definitions used in the study**

**Case study:** A research method used to investigate a contemporary phenomenon focusing on the dynamics of the case within its real-life context.

**Crime:** The act committed in violation of the law.

**Employment:** The state of having a paid job or work.

**Ethics:** The norm for conduct that distinguishes between acceptable and unacceptable.

**Gender:** The difference between male and female.

**Interview:** Refer to conversation particularly useful for getting the story behind a participant's experiences.

**Nepotism:** Described as a variety of practices related to favouritism at work.

Social support.

**Participants:** Refer to people who take part in a study and give responses to questions.

**Patriarchal:** A system where men are dominant or superior to women.

**Qualitative approach:** When data are not in the form of numbers.

**Research paradigm:** Primary belief system or metaphysics that deals with first principles.

**Self-esteem:** What you feel about yourself.

**Transactional sex:** Giving your body or sex in exchange for money or gift.

**Unemployment:** A state in which people, who can work, are without jobs.

**Youth:** The period between childhood and adulthood.

**Violence:** An action that causes destruction, pain or suffering.

## **List of abbreviations**

<b>AIDS:</b>	Acquired Immune Deficiency Syndrome
<b>ANC:</b>	African National Congress
<b>CV:</b>	Curriculum Vitae
<b>DA:</b>	Democratic Alliance
<b>DHET:</b>	Department of Higher Education and Training
<b>EPWP:</b>	Expanded Public Works Program
<b>HIV:</b>	Human Immune Virus
<b>HSRC:</b>	Human Science Research Council
<b>IOL:</b>	Independent Online
<b>NDP:</b>	National Development Plan
<b>NGOs:</b>	Non- governmental Organisations
<b>NPWP:</b>	National Public Works Program
<b>NSDS:</b>	National Skills Development Strategy
<b>NYDA:</b>	National Youth Development Agency
<b>SADAG:</b>	South African Depression Anxiety Group
<b>STI:</b>	Sexually Transmitted Infection
<b>TS:</b>	Transactional Sex
<b>UDN:</b>	Uganda Debt Network.

# **CHAPTER ONE**

## **BACKGROUND OF THE STUDY**



[www.google.com](http://www.google.com)

### **1.1 INTRODUCTION**

Unemployment is undoubtedly one of the most significant problems facing Soweto since the end of Apartheid although Soweto was at the centre of campaigns to overthrow the apartheid state. The 1976 student uprising, also known as the Soweto Uprising, began in Soweto and spread from there to the rest of the country. However, the young people feel alienated from larger society and a sense of betrayal by the government, as they realise that their lives have not changed for better since 1994 (Mokgohloa, 2006). That means they do not fully enjoy the fruits of democracy as the government is not doing enough to create jobs for them. According to the Mail and Guardian newspaper (2011), poverty and unemployment are real and visible everywhere you go in the black townships, despite the promises that were made before the elections in 1994.

The rate of unemployment in South Africa's unemployment rate for the third quarter of 2016 climbed to 27%. Statistics SA announced that this topped the shocking jump seen at the start of the year. This rate is the highest since 2003 when unemployment hit the same level. In 2004 it remained at a 6.1 percentage point lower than the highest seen since 1994 (Business Tech, 2016). The above statistics indicate that unemployment is a significant problem in South Africa and suggests that the government may not be doing enough to create jobs.

The youth and people of South Africans are unfulfilled and angry as a result of unemployment. In places like Soweto, people continually complain about the lack of services, even though they believe that they voted for a better life in the first democratic election held in 1994. Some of the unemployed people do, from time to time, protest and express their pain, frustration, and irritation about the lack of job creation in South Africa. Alexander (2010) reported that several protests were mostly against uncaring, self-serving, and corrupt leaders of municipalities.

In South Africa, the effect of unemployment has also resulted in xenophobic attacks in all parts of the country. According to the Collins Corpus English Dictionary (2006, p.1689) ‘xenophobia’ can be defined as a “strong and unreasonably dislike or fear of people from other countries”. Foreigners in South Africa are blamed for insufficiency and poverty in South Africa. They are accused of causing joblessness as they worked for less money, ultimately contributing to the high unemployment rate. The foreigners were seen as a threat to jobs, housing, education, and healthcare (Morris, 1998; Tshitereke, 1999). This results in numerous protest and conflicts.

Some of the young people engage in criminal activities to survive and get an income. As mentioned by Institute for Security Studies (2001), the conviction figures show that young males are considerably more at risk of being convicted for a wide range of crimes than older males or females of any age group. Those convicted possibly blamed unemployment. Additionally, this study is important because it shows how the jobless youth of Soweto respond to the conditions of unemployment. The researcher has selected Soweto since it is a famous township in South Africa and more international tourists visit Soweto. One will have expected that there will be more job opportunities in Soweto compared to other areas in South Africa. Brand South Africa (2017) explained that with heritage sites, restaurants, shebeens, and budget accommodation options, Soweto is well worth visiting - whether on a day tour or for a more extended period. However, it seems that the issue of unemployment overshadows the vibes, beauty, and fun of Soweto.

Moreover, studies show that South Africa has one of the highest unemployment rates in the world. Business Tech (2016) reported that South Africa's unemployment rate had been ranked as the worst in the world in a new global competitiveness report. According to data from the International Labour Organisation, South Africa's 2016 unemployment rate of 26.7% places it in the bottom ten countries in the world (Business Tech, 2016). Against this background, unemployment remains a significant phenomenon, especially amongst South African youth.

## **1.2 RESEARCH PROBLEM**

The Soweto Township is known as a township that has the history of fighting against the apartheid regime. On 16 June 1976, the schoolchildren in Soweto demonstrated in response to the introduction of Afrikaans as a medium of instructions in local schools. However, when the researcher draws a comparison between struggles faced by the youth of Soweto, for example, under the apartheid regime, the struggle of youth at that time was to see better education for blacks. Today the struggle is to deal with youth unemployment in the Soweto community. Currently, unemployment has affected the youth of Soweto in a way that they no longer view education as a guarantee for young people to get jobs. It has also encouraged others to drop out of school in a bid to start their ventures. Consequently, unemployment pushed some of them to do voluntary work with the hope of getting the paid jobs.

This study focusses on the experiences of unemployed youth of Soweto and allows them to find possible solutions on how they intend to address the youth unemployment in Soweto. Further, the findings of this study will assist the community, local government, provincial government, and national government when developing the programmes needed to address the youth unemployment in Soweto.

## **1.3 RESEARCH QUESTION**

How does unemployment affect Soweto youth?

## **1.4 AIM AND OBJECTIVES OF THE STUDY**

The overall aim of this study is to allow the research participants to relate their experiences with unemployment. The following objectives guided this research study:

- i. To explore the impact of unemployment on youth.
- ii. To understand how jobless youth handle unemployment.
- iii. To establish whether jobless youth receive family support.
- iv. To determine the role the community played to fight youth unemployment.
- v. To suggest recommendations for job opportunities based on the experience of the participants.

## **1.5 THE SIGNIFICANCE OF THE STUDY**

The youth unemployment cannot be ignored since has an impact on young people. The outcome of this research study on the unemployed youth of Soweto provides a platform for other researchers to understand the consequences of unemployment on youth. Furthermore, to conduct more research to assist the Soweto community to deal with youth unemployment effectively. Also, the study intends to assist the government in policy formulation regarding youth unemployment. For example, government departments can have access to this dissertation and read the outcomes of this research study after which each state department can decide how to address youth unemployment. Also, this study intends to inform society how unemployed youth deal with joblessness. For instance, other young people engage in drug abuse to deal with the reality of not working.

### **1.5.1 Research setting: Soweto Township**

South Western Township (Soweto) is an urban area of the city of Johannesburg in Gauteng, South Africa. The township was formerly a separate municipality before being incorporated in the City of Johannesburg Metropolitan Municipality and linked directly to the discovery of Gold in 1885. Thousands of people migrated from around the world and parts of South Africa to the new town to seek their fortunes and affluence. Soweto is a symbol of a new South Africa caught up between old squatter misery and new prosperity and upbeat life. It is a big, historical and vibrant city which still openly bears

the scars of the Apartheid past. Its population is predominantly black, and all eleven of the country's official languages are spoken, e.g. Zulu, Venda, Sesotho, Afrikaans, English and others (Pirie, 1984).

## **1.6 CHAPTER OUTLINE**

Chapter one presents the background, research problem, aim, objectives, and significance of the study.

Chapter two provides a literature review on unemployment and interventions to deal with unemployment.

Chapter three presents the methodology; the research design, sampling, interview process, and data analysis.

Chapter four presents the theoretical framework of the research study.

Chapter five is the presentation and discussion of the findings.

Chapter Six is the final chapter and addresses the strength and limitations of the study. Recommendations are made obtained from the research and conclude with an overall summary of the impact of unemployment in Soweto.

## **CHAPTER TWO**

### **LITERATURE REVIEW**

#### **2.1 INTRODUCTION**

This chapter focuses on how various researchers and scholars have conceptualised the concept of unemployment. The concept of unemployment was defined as a state in which skilled people who could work effectively, were without jobs and were seeking work for pay or profit (Adebayo, 1999, p. 185). That means the unemployed people have the skill or qualifications and are willing to work, but are unable to find employment. On the other hand, Merian-Webster Online Dictionary (2013, p.1) defined employment as a job or an activity that you regularly did to earn money. Within this understanding, it is apparent that the employed people go to work and earn the income. The focus of this study is on youth unemployment. Youth defined by Furlong (2012, p. 470) was the period between childhood and adulthood which varied across time and space as a social construct detached from biological criteria.

#### **2.2 POST-APARTHEID SOUTH AFRICA: YOUTH UNEMPLOYMENT**

Various challenges are emanating over two decades after apartheid which birthed the first held democratic elections in 1994. The major challenge is the high level of unemployment in South Africa which is affecting mainly the youth. Its consequence is reflective in the socio-economic backlog and continuous expectations and hope by the masses for an improved quality of life, social welfare, and job opportunities (Adebayo, 1999). Furthermore, unemployment has posed a serious problem in South Africa by inducing the youth in criminal activities. This was due to idleness, frustration, relative deprivation, an acute sense of want, and financial pressure (Mike, 1995; Bangane, 1999). Furthermore, it pries on the vulnerability to provide, thereby becoming susceptible to criminal acts (Tshabalala, 2003).



The surge of unemployment since the political transition in 1994 in South Africa has increased tremendously (Burger & von Fintel, 2009, p. 1) with its visible forms seen in everyday life of a labourer by living on what's available (Harmse, Blaauw & Schenck, 2009). The situation of post-apartheid shows that over a half a million jobs have been lost against the 600,000 million jobs promised since the elimination and reduction of price control of 1996 (Carmody, 2002, p. 256).

Soweto as a community has witnessed and experienced the rise in unemployment due to the failure of the informal sector to provide alternative employment for the unskilled labour force (Banerjee, Galiani, Levinsohn, McLaren, & Woolard, 2008). This is to say that the community experiences a great deal of unemployment because even the ignorant ones could not get employment opportunities. Hence, the case was not subjected to only educated young adults. The uncertainty of the citizenry's future upon the introduction of a new administration has also taken effect on the unemployment rate with companies being shut down due to the recession (Hodge, 2009; Carmody, 2002). Another factor is in the aspect of technological advancement which has replaced humans with automated systems. Subsequently, there was a decline of employing unskilled manual labourers in South Africa as skills acquisition was a required essential, unlike the unskilled labourers (Kingdon & Knight, 2005; Koller, 2005). The legacy of apartheid coupled with poor education and training also contributed to the high rate of unemployment in South Africa after 1994 as the resultant effect of unemployment is the progression with decreased educational level (Nattrass, 2003).

The aftermath of unemployment is the prevalence in poverty and is characterised by various elements, namely (i) shacks, (ii) homelessness and inadequate housing; (iii) unsafe environments and social discrimination and exclusion; (iv) hunger and malnutrition; (v) ill health; (vi) poor infrastructures and lack for access to basic service; (vii) limited or lack of access to education; and (viii) increased morbidity and mortality from illnesses (Davids, 2010; Draper, Hagemeyer, Madasen, Spicer, Thaver & Batley, 2006). Also, the uneven distribution of resources has, to some extent, resulted in high poverty levels in the province of Soweto (Davids, 2010; Fox & Liebenthal, 2006). Malakwane (2012) reported

that social troubles were impacts of poverty from unemployment which threatened a divide along the lines of the economy due to inequalities. These social troubles included stealing, drug trafficking, carjacking, prostitutes, child trafficking, substance abuse and unrest. Furthermore, uneven wealth distribution often fueled anger and violence among community members and municipalities (Bacus, 2013; Nkosi, 2011; Grieff,). Child labour was not exempted from the troubles as many underaged children left school to help struggling parents with additional income: this increased abuse in the form of casual sex and teenage pregnancies, which inadvertently contributed to overpopulation and infections like STIs, HIV and AIDs (Fedderke, & Luiz, 2008; Maduna, Dlamini, Msimang, Mbizeni & Chetty 2013).

### **2.2.1 Effects of unemployment**

- **Psychological effects**

The unemployed people experienced numerous negative emotions, namely (i) worry, (ii) anxiety, (iii) sleeplessness, (iv) loneliness, (v) boredom, (vi) worthlessness, (vii) low self-esteem, (viii) moodiness that often resulted into a problem, (ix) suicidal thoughts, (x) and lack of self -identity (Hutt, 2010). This means that the feeling of unemployment results in constant worry, unhappiness, pessimism, and fear. These emotions make a person feel worthless. A study by Lee (2003) pointed out that unemployment created frustration and anger that might lead to suicide. Also, Jahoda (1982) found that the unplanned results of employment were an essential cause of sorrow that unemployed people often experienced in life. For example, lots of graduates believed in immediate employment after graduation, but getting such jobs becomes extremely difficult. Consequently, this causes regret, distress, and disappointment.

- **Social effects**

The lack of social life and interaction while unemployed leaves a person isolated which could lead to depression. Moller (1992), and Mabasa (2008) revealed that unemployed people tend to withdraw

from friends and community activities. Therefore, they did not feel obligated to participate in the regular round of activities and social relationships that were attached to the work role. These unemployed individuals avoided being seen in a social gathering which involved their employed friends or work-related organised events in the community. They perceived themselves as different and unfit for such activities and events.

- **Financial effects**

According to Fryer (1997), the unavailability of finances or income due to employment or job loss impacts an individual negatively. The availability of funds allows people control over their lives and the ability to provide for the necessities and experiences, roles, and the means to socialise. In a nutshell, lack of money due to unemployment hurts the life of an individual because of the inability to meet a basic need could be hard and devastating. Also, Strandh (2000) explained that loss of financial income limited an individual's autonomy, which made it very difficult to attain and plan a satisfying lifestyle that was a prerequisite for the development and maintenance of a person's well-being. Also, the inability to make ends meet limits the scope for long-term savings or the prospects of future goals (Strandh, 2000).

Financial uncertainty due to joblessness is a leading cause of worry for many individuals. This leads to a sharp decrease in living standards and persistent insecurity about household budgeting (Draper et al., 2006; McLoyd, 1990). Lastly, the lack of employment can have various severe effects on one's financial well-being and ultimately leads to economic hardships. This will eventually constitute the cause for human hardship, like a failure, to support the family financially.

### **2.2.2 Unemployment, poverty, crime and violence**

As mentioned by Esbensen, Peterson & Taylor, (2011) the youth unemployment was strongly associated with poverty. For instance, Soweto was characterised by the following inadequate housing structures:

- shacks,
- homelessness,
- unsafe environments,
- social discrimination and exclusion;
- unemployment;
- hunger and malnutrition;
- ill health;
- poor infrastructures and lack of access to basic service;
- limited or lack of access to education;
- increased morbidity, and
- mortality from illnesses (Davids, 2010; Draper, Hagemeyer, Madasen, Spicer, Thaver & Batley, 2006; Cook & Zakin, 1985).

Also, Bangane (2009) and Starrin (2006) further explained that youth engagement in all forms of crimes could be attributed to poverty and deprivation of needs and wants. Furthermore, unemployment is considered one of the significant and essential causes of crime, violence, and suicide. Fergusson and Woodward (2002) found that extremely violent and aggressive behaviour was exhibited during the period of unemployment. Therefore, if an individual is unemployed, the feeling of anger and hostility set in and unacceptable behaviours will be exhibited. On the other hand, Hutchison (1997) believed unemployment could also result in criminal acts like internet fraud, stealing, hijacking, and break-ins. Some even join gangs to enable easy access to weapons in carrying out various criminal activities. Greenberg, (2001) and Allen, (1996) also reported crimes like auto-theft, hijackings, stealing and break-ins as effects of unemployment. Tshabalala (2003) reported that prisons were full of people who tried to make money by being involved in crime because of unemployment. Studies showed that a high employment rate reduced overall youth crime (Freeman & Rodgers, 1999; Levitt, 2004). Thus, if the

rate of employment is high and many young adults are employed in the society, crimes committed would be minimal.

Moreover, violence has become very rampant in South Africa. Soweto is reputed to be one of the most violent regions (Galtung, 1969; Hirson, 1986). Youth violence was strongly associated to poverty (Esbensen, Peterson & Taylor, 2011) and unemployment (Morenoff, Raudenbush & Sampson, 2001) and it was reported to be predominantly male perpetrators (Moffit, Caspi Rutter & Silva, 2001; McAre & McVie, 2016). Some of the various acts included break-ins and rape (minors included), which has left most citizens in fear for their lives (Mogano, 1993; Anderson et al., 2000; Hamber & Lewis, 1997). Another likely cause of violence may be when employment opportunities after seemingly successful interviews are blocked or given to less qualified candidates, thereby leading to furious, aggressive, and frustrated protest, fights, and crimes (Jiji, 2012). This can be perceived as an absurd and devastating experience after attending an interview which was advised has been successful, and one could still resume or get employed by such organisation, only to later realise that another candidate was given the job. This could cause pain, betrayal, and law-breaking behaviours that could result in violence in the society.

More so, the unemployed individuals see themselves as outcasts of their society because of the assumption that they are being seen and perceived as second-class citizens. De Castell and McClatchy (2011) confirmed that unemployed males became angry with their families. They beat their wives and children. They control them by trying to make their wives dependent on them. Also, they feel socially isolated and marginalised by society and believe that they are stigmatised by society (Campbell 1997; Thaler, 2010). Thus, causing anger, protest and violence in society.

### **2.2.3 Education and nepotism**

According to the Statistics of South Africa census (2014), being unskilled lowers the chances of being employed compared to being skilled. Unemployed job seekers mostly stayed unemployed because

unfilled vacancies often required specific skills, thereby indicating clarity between unemployment and poor education. Furthermore, it has become tasking for South Africans to overcome unemployment due to readily available opportunities for limited skills in professions like civil engineering, accountants, and computer literacy (Nyama, 2010; Barlette, 2011). This is because these fields required lots of skilled workers in these lines of work, but with not enough skilled workers available. Also, it is difficult for those who have not attended school or dropped out from lower grades, to get a part-time job (Mvelase, 2002).

As argued by Moleke (2006), those who seek further education experience frustrations associated with unemployment as there are more graduates with degrees than there are degree-level jobs in the fields that students are pursuing (Moleke, 2006). As such, several graduates have certificates or in the field of discipline that contradicts job availability or job requirements. For example, in a case whereby many openings are for a computer science job, but a lot of new and old graduates are with degrees in accounting or business administration field of work. In this kind of situation, the rate of unemployment will rise because there are no skilled workers in the required field for employment.

On the other hand, potential employees encounter problems linked with nepotism and favouritism in South Africa. Nepotism is a prevalent behaviour in the organisational sector, political, and business life. Nepotism can be defined as rendering favouritism to relatives because of their relationship rather than their skills (Arasli, Bavik-Ekiz, 2006; pp 296). Zinyemba (2014, p.30) reported that nepotism is a practice of unfairly giving the best jobs to members of your family when you are in position power. It can also be referred to as “relative favouritism” that weakens the ability and competence of privileged individuals as educational level, success, and skills for jobs and appointments are not criteria (Dlyiisleroglu, 2006). It is a tactic mostly used in family-owned businesses and companies to retain power, which result in a setback to professionalism in the workplace (Ozler, Ozler- Gumustekin, 2007; Bute, 2009).

An investigation of what researchers have said about nepotism and unemployment makes it glaring that people, who do not have connections in companies, face difficulties in getting jobs. Even though they may meet the requirements needed for the job, they may not even be considered. This act of nepotism contributes to the high rate of illiteracy by causing people sceptical about education, and thus the rate of poverty and unemployment are fast increasing in most countries like South Africa (Overy 2010). As such, the act of nepotism made some parents reluctant to send their children to colleges and universities because there is no job (Overy, 2010; Mbalamwezi, 2015). The notion of these parents is that even after spending so much money on their kids; their children will remain unemployed and financially dependent upon them. Therefore, what is the need to send their children to schools and tertiary institutions to take part in an unbeneficial activity (Overy, 2010)? Furthermore, these days it is often connection and money that ensure employment, not competence and qualifications (Oyesoji, 2007).

Nepotism occurs when people in top positions in an organisation influence the recruitment and the selection process of employees. These people take advantage of their status to secure jobs for people close to them (Mbalamwezi, 2015). Also, many organisations advertise a vacant position as a matter of recruitment process, even though the candidates have already been identified (Cloete, 2013). Such situations make a mockery of the recruitment and selection processes (Zinyemba, 2014). This act of nepotism and favouritism has also made some of the qualified unemployed candidates to lose interest in applying for jobs because they see it as a waste of time and irrelevant (Mushipe, 2004). Thus, future employees who encounter issues related to nepotism and favouritism in South Africa find it extremely difficult to achieve their desired goals because of a lack of connections.

#### **2.2.4 Transactional sex and unemployment**

The lack of access to formal employment due to being unskilled has led to an increase of transactional sex and “sugar daddies” syndrome among unemployed women. The exchange of sex for their basic needs is thought to fulfil their duties as family providers (Watt, Aunon, Skinner, Sikkema & Kalichman,

2012). Thus, transactional sex is an act of using their body to get money in return to take care of themselves and family. Transactional sex in Sub-Saharan Africa has been reported to be on the increase because of the fall in economic condition, unemployment, and famine (Adegoke, 2001; Caro & Diane, 2009). Another study conducted in the Western Cape stated that women who are engaged in this received gifts in exchange for sex as payment for services rendered (Strebel, Shefer, Potgieter, Wagnar & Shabalal, 2013). Young men are reported to also engage in this act by having sugar mummies to take care of their financial needs which have been linked to joblessness and peer influence (Barthelemy, 2004; Ann, Dinorah Farley, Frida, Jacqueline, Maris, Sybille, &Ufuk, 2003; pp 33). Given the limited resources and lack of opportunities, young people engage in this desperate survival strategy in exchange for necessities like food, accommodation, clothing, and cash (Bangsberg, Kawuwa, Miller, Senkungu&Tuller, 2011; Masvawura, 2010).

The impact of transactional sex remained a serious concern that affects the health of youth and their general well-being. Transactional sex involvement among youth can be a result of the negative relationship with peers and the effect of the community on an individual like unemployment. Resiliency models (Luther, 2003) proposed that individuals experience risk factors which surge the chances of experiencing an adverse outcome and a compensative factor. This may partially reward the influence of an adverse outcome by engaging in transactional sex (Fergus and Zimmerman, 2005). Another study reported that youth involved in TS was likely to experience the risk of substance use and dependence in the community or among peers (Kraemer, Kazdin, Offord, Kessler, Jensen & Kupfer, 1997). This was because it was also believed that the intake of substance helped improve and cope with the demands of the job (Hope, 2007).

On the other hand, TS may be financially satisfying for some young adults who engage in the act to meet relevant needs (Ann et al., 2003). Unprotected transactional sex between men and women causes a high risk of sexually transmitted infection and diseases for both partners. For instance, TS involved individuals are more likely to engage in HIV/STIs behaviours (Atwood, Kenenedy, Shamblem, Taylor,



Quaqua, Bee, Gobeh, Woods & Dennis, 2012), report excessive alcohol consumption, and experience symptoms of depression (Clarke, Clarke, Roe-Sepowitz & Fey, 2012; Heilemann and Santhiveeran, 201). Further, a diminished negotiation power regarding the use of protection could result in unintended pregnancy and history of rape (Wamoyi, Wight, Plummer, Mshana, & Ross, 2010). Subsequently, men who engage in transactional sex with fellow men record the history of anal bleeding infections (Beyrer, Trapence, & Motimedi, 2010).

### **2.2.5 Gender, Race and unemployment**

A patriarchal social system is defined as a system where men are dominant or superior to women (Martinez, 2008, p. 9) and how men control, own, and determine women's lives, thus laying the basis for immense struggle in the domestic environment (Bancroft & Silverman, 2002). Men frequently have authority over women in all aspects of society. In the patriarchal society, men irrespective of their employment status, are regarded as the head of the household and have absolute authority and economic power over his dependent, which is the female (Dench, 1996; Obbo, 2000). However, the inability of some to provide for their family because of unemployment creates a shift regarding the responsibilities in the family delegating the wife as the breadwinner while the man takes care of the home front, rendering the patriarchal social system ineffective (Delaney, Egan, & Connell, 2011). This pushes the men affected to see the shift in responsibility as assistance and reason to strive harder to hunt for jobs than feel intimidated, aggressive, and hostile (Dench, 1996).

The feeling of no longer being regarded as breadwinners and independence by the family by these men makes some men feel less worthy of their self and question their strength due to lack of power and financial support for their wives and families. This leads to feelings of shame, worthlessness, and embarrassment (Connell, 1995; Dench, 1996). This automatically makes the women attain specific traditional masculine roles and being dominant over the family. They are now, among other things, responsible for decision-making that was previously the men's role (Obbo, 2000).

Gender roles in the labour market and the family have a strong influence on understanding the consequences of unemployment. The female identity has been seen to be less connected with employment and the female income as a secondary income (with more poor working conditions) in the family (Hakim 1991, 1995, Jahoda 1982). The masculine identity is intricately linked to having a job in western societies and is severely threatened by unemployment (Paul & Moser 2009: 266). Furthermore, women suffer less from the unemployment experience than men (Artazcoz, Benach, Borell, & Corte' 2004; Hakim, 1995; De Vaus & McAllister 1991).

The different findings do, however, seem to fit two different contexts. Studies that find empirical support for a gendered association between employment and health on average tend to be older or from countries with lower female labour force participation. This differentiation also appears to be valid for the meta-studies in the field (Hammarstrom, Gustafsson, Strandh & Virtanen, 2011). These differences might be crucial for understanding both the divergent findings between these two studies and in the research field in general.

The role of race on unemployment remains a real matter of concern and a significant indicator of income level in South Africa as it causes devastating effects on economic welfare, crime, social exclusion, misery, and social instability (Kingdon and Knight, 2007). More so, the prevalence of employment determines the circulation of income and poverty across different groups (Bhorat, Haroon, Leibbrandt, Muzi Servaas van der Berg, and Ingrid, 2001). The president, Cyril Ramaphosa, of South Africa said in his inaugural state of the nation address that "unemployment among Africans stands at 30% and just under 7% for White people" which is a "big difference" (News24, 2018). In fact, until 1994, non-white South Africans could neither hold prestigious jobs nor reside in certain urban neighbourhoods unless they were domestic servants (Giliomee 1995; Morris 1999). These provisions excluded many from full participation in the labour market. There still exists a deeply segmented

workforce with Whites at one extreme, Africans at the other, and all other groups in the middle (Vahed 2001).

The unemployment rate in South Africa also falls along a race continuum. The primary resource of education is also unequally distributed across the population, with Africans having less access to formal schooling than any other racial group (Buchmann and Hannum 2001). Black unemployed individuals are twice more likely than Whites never to have had work. While this could be partly due to the secondary employment-enhancing characteristics of Africans versus Whites, it could also be partly due to racial discrimination in employers' hiring practices (Kingdon & Knight, 2007).

Race plays a crucial role in determining access to employment in South Africa. A study was conducted on the employment criteria for a large clothing firm. The findings were that the firm was likely to employ Indians than Africans, based on their relative expected productivity (Fritjers, 1999). Furthermore, Africans face an unemployment rate of 41% compared to 23.3%, 17.1%, 6% of Coloured's, Indians (Asians) and Whites respectively. That is to say, African-White race gap in unemployment is 35% and that the rate of unemployment amongst the black African race is higher than any other race in South Africa. Although the total African-White race gap in unemployment probability of 33.7 percentage points, 25.4 percentage points is explained by African-White differences and only 8.3 per cent is unexplained (Kingdon & Knight, 2004). Also, Dias (2005) support of Kingdon and Knight's work, found that 30.81% of African males were unemployed compared to 20.77%, 16.22%, 4.5% of Coloured's, Indians and Whites males respectively.

Similarly, 37.68% of African females were unemployed compared to 23.53%, 19.19%, 6.55% of Coloured, Indian and White females respectively. This is in line with Kingdon and Knight's (2004) work that unemployment is highest among Africans than any other race group and lowest among Whites. Discrimination is rampant in the labour market as some employers restrict jobs to the Whites

which explore the extent to which the Black groups are seen as inferior (Moll, 2000; Erichsen and Wakeford, 2001). DA Leader, Mmusi Maimane, said that the reality is that “In an urban environment where social interaction across racial, social and cultural divides is more common, it is easy to forget that the vast majority of the unemployed, rural population is black.” (Business Tech, 2015). There is a huge race gap when it comes to the issue of unemployment in South Africa while some selected jobs are given to the Blacks.

#### **2.2.6 Family support**

Family support is an essential factor in coping with unemployment. It is the degree to which adequate emotional and instrumental support and appraisal help is provided (Ashberg, Bowers, McKinney and Renk, and, 2008) and can be characterised into perceived and received support (Uchino, 2009). The received support is the external support provided while perceived social support refers to the belief that family and friends would provide support if and when needed. Prior research has, however, indicated that perceived social support improves physical and mental health (Lakey & Croney, 2008; Noris & Kaniasty, 1996).

Family support also termed “perceived support”, is crucial in the lives of any young unemployed individual. It creates an enabling environment and a sense of comfort, love, happiness, hope, and positive energy as expectations and inability to meet needs could result in self-guilt and pessimism, and even suicidal ideation. (Noris & Kaniasty, 1996). Møller (1992) showed that the unemployed were very aware of the critical role of family support and reliance to survive income and hand-outs from relatives in the quest for a job while they, in turn, contributed to family welfare as best they could. It was reported that family support and good communication could change the possibility of unemployment induced depression (Lee&Yoon, 2010). It enhances the behavioural and attitudinal response of such an individual (Maccoby, 2000).

Family support gives a good psychological and physical well-being which helps reduce the adverse and distressing effects of being unemployed. The adequate support received has a positive effect on adjustment by aiding in the development of adaptive coping skills in dealing with unemployment stress, pain, and adversities (Ashberg, Bowers, McKinney & Renk, 2008). Lang (1995) pointed out that informal support system like friends and family could help against the harmful effects of unemployment.

### **2.2.7 Interventions against youth unemployment**

There are countless measures of government policies to help people with employment. Skills acquisitions are applied globally. The following are some of the interventions to deal with youth unemployment in South Africa:

#### **2.2.7.1 Improving labour market regulations and reducing labour costs to benefit young people**

The persistent issue of unemployment faced in South African made the government affect the law of wages subsidy among youth between ages 18- 29 in January 2014 to reduce unemployment and increase employment rate. The subsidy is placed into categories depending on the salary that is earned, and employers pass the subsidy given to job seekers as salary (Republic of South Africa, 2013; Nattrass, Nocoli, Walker & Richard, 2005). For example, few organisations in South Africa are of the of understanding that the subsidy exposes more youth to the workplace skills that will position them for better job opportunities by the show of hard work and commitment. The subsidy, in this instance, is calculated as a percentage of the wage, but the total subsidy per worker is capped to pay the young worker. Thereby, reducing the cost of employment and also leaving the company's using this law income unaffected. This can help youth a great deal if continued by all organisations.

#### **2.2.7.2 Improved information flows about labour market opportunities and access to the labour market**

Another way to intervene to improve the labour market outcomes of youth work-seekers is via the provision of job search assistance programmes, which was one of the most common forms of active labour market policies (Smith, 2007). There is considerable variation in the way these programmes are implemented. Possibilities include:

- Job search assistance and counselling to work-seekers on a regular basis where participation of the work-seekers is compulsory. However, the efficacy of the job search programme is to provide information about job opportunities in combination with some monitoring of the job search process for job seekers.
- Public works programmes like a re-skilling workshop, training on interview skills, and CV presentation. This was also intended to provide, among others, education and training to unemployed people (Adato & Haddad, 2003) and The Expanded Public Works Programme (EPWP). The EPWP programme was introduced by the National Department of Works in 2004 to fight against crime, poverty, and unemployment. EPWP offers temporary employment to young adults, both men and women, and those that are incapacitated or disabled (McCord, 2004). The South African government attaches priority to the EPWP as a means to tackle unemployment (Abedian, 2004). The programme is more concerned to provide short-term job opportunities as a means of job creation for the unemployed (Msimanga, 2013).

#### **2.2.7.3 Improving chances for young entrepreneurs**

Entrepreneurship schemes promote skills in young people with the objective of creating and managing sustainable and efficient businesses capable of providing permanent jobs and employment growth. An example is a well-known scheme in South Africa called the Umsombovu Youth Fund (UYF). It is a government-created finance agency for skills

development and employment creation amongst youth aged 18-35. The scheme has developed a number of initiatives, namely (i) the provision of micro-loans which to support young entrepreneurs, (ii) the development of voucher programmes that allows youth to access business services, and (iii) the creation of a venture-capital fund that is underwritten by a mainstream bank with UYF providing loan guarantees (FADFA, 2006).

#### **2.2.7.4 Skills training for young people**

Improving skills for the young job seeker is a strategy and intervention to improve youth employment outcomes. An excellent example in South Africa with the aim of ensuring that job seekers possess generic skills when applying for a job is vocational training programmes. These included apprenticeships which are a leadership programme that officially became part of South Africa's National Skills Development Strategy (NSDS) in 2002. It has recognised and accredited training programmes developed with the aim of improving employment for fresh labour market entrants through formal training closely linked with work experience. This training has made significant progress in South Africa to enhance job seekers and has been in existence for several years, but sadly no tasking evaluation framework was put in place. Therefore, it is difficult to evaluate its impact. Fortunately, in 2005, 109 647 individuals below the age of 35 had entered leadership or apprenticeship agreements, exceeding the NSDS initial target of having 80 000 individuals in leadership by 2005 (Pauw et al., 2006).

The South African government implemented programmes to address youth unemployment in the National development plan. The programmes identified in government electoral mandate and NDP included:

- i. Community work programme which aimed to create one million jobs in the 2018-2019 financial year, covering all local municipalities.

- ii. Youth Economic Participation- to coordinate the efforts of state-owned companies (SOC) under the development of public enterprises towards maximising their inputs toward youth economic empowerment.
- iii. Youth Build which is a community-based National Youth Service Programme that offers volunteers a wide-ranging programme that integrates academic achievement, social action, leadership development, and personal transformation in a single project.
- iv. Local Economic Development is an approach to economic development. It allows and encourages local people to work together to achieve sustainable economic growth, benefits, and improved quality of life for all residents in a local municipal area (South Africa Government, 2016).

### **2.3 SUMMARY OF THE CHAPTER**

This chapter reviewed and discussed the regime of post-apartheid in South Africa and the new challenges faced by youth like unemployment and the effect of youth unemployment. Also, the relations between unemployment, poverty, crime and violence, education and nepotism, transactional sex, the impact of transactional sex, and the effect of gender and race on unemployment. Additionally, the effect of family support while unemployed was examined not excluding the intervention methods that can be adapted to reduce unemployment in South Africa.



## **CHAPTER THREE**

### **RESEARCH METHODOLOGY**

#### **3.1 INTRODUCTION**

This chapter commences with a discussion of the research approach used in the study, followed by the research design. The sampling techniques, data collection method, data analysis, and ethics of research were also discussed in this chapter.

#### **3.2 RESEARCH APPROACH: QUALITATIVE RESEARCH APPROACH**

The study utilises a qualitative research approach. Punch (1998, p. 4) defined qualitative research as empirical research where the data are not in the form of numbers. This is when results are derived and analysed without the use of statistical analyses compared to quantitative research that uses numerical values. The qualitative approach helps the researcher to comprehend the meaning and essential context for data interpretation (Bogdan & Biklen, 2003; Stake, 2008). The researcher has adopted the qualitative research approach in the study since it provides the platform to explore the research problem within its context and environment.

Furthermore, a qualitative approach was used since it is more explicit and enables a researcher to interact well and get comprehensive information from participants of the study in their natural settings, rather than a quantitative research approach. According to Denzin and Lincoln (2003), qualitative research approach is an operation that relates the researcher to things and events in their natural setting using gathering empirical tools like photographs, recording information, and interviews. The idea of qualitative research is to explore common human problems in which the researcher conducts the study in a natural setting and makes a great explanation and description from the experiences and actions of the participant (Andrade, 2009; Brink, 1991; Stake, 2008). This, therefore, justifies the use of a qualitative approach in this study.

### **3.2.1 The advantages and disadvantages of using qualitative research**

According to Green and Putney (1999) the following were identified as advantages of qualitative research:

- It provides an understanding of the participants' lifestyle so that the researcher can behave well and not offend the participants.
- It broadens the range of understanding and knowledge beyond the researcher's imagination.
- The theories and approaches that guide qualitative research raise the consciousness of diverse voices and need to consider whose voice will be represented, in what ways, how, and importance.
- Interviews are not restricted to specific questions and can be guided/redirected by the researcher in real time.
- It offers information about how and why miscommunication occurs between people and members of diverse groups.
- Data is obtained based on human experience and is powerful and at times compelling quantitative data.
- Lastly, it offers ways of transcribing and analysing the structure of everyday events, investigating the nature of subject matter within and across events and discovering the historic nature within a social setting.

The disadvantages are as follows:

- It is more difficult to maintain, demonstrate, and evaluate than quantitative research.
- The quality of the research is highly dependent on the researcher skills.
- Data is collected from limited individuals. Therefore, findings cannot be generalised to the more significant population.

- Researchers have their experiences/views. Therefore, it is pertinent for them to be mindful of these when conducting the process of inductive reasoning.
- It is not easy to understand as quantitative research and more difficult to convince others to the importance of its contribution.
- The qualitative study may be expensive as it takes longer to collect data. Also, the method of data analysis involves repeated movement between the data and themes to familiarise yourself. Therefore, it includes the proof of the analytical framework to be developed.
- The conclusion of the qualitative study is usually circulated through academic papers and publications. People new to the academic group may find it difficult to access and follow.

The advantages of qualitative research approach were relevant to this study since to obtain valuable information from participants; the researcher had to be flexible enough to ensure in-depth discussions and probe more details during the interview process. The researcher ensured that enough time was allocated to the process of data analyses and interpretation.

### **3.3 RESEARCH PARADIGM**

A research paradigm can be referring to as “basic belief system or metaphysics that deals with first principles along the three major dimensions of Ontology, Epistemology, and Methodology” (Guba & Lincoln, 1994: p107). In research paradigms, Ontology is commonly referred to as the nature of reality that is to be studied. Epistemology specifies the nature of the relationship between the researcher and what can be known. Methodology identifies the methods researchers use to study whatever they believe can be known or find knowledge (Guba & Lincoln, 1994). Paradigms are a model, structure and system of scientific and academic ideas, assumptions, values, and our beliefs about the worldviews (Oslen, Lodwick & Dunlop, 1992). It is the reflection of the world we live in and the one we project or wish to live in.

Paradigms impact the nature of research questions and the way the questions will be studied because it is crucial to research design (Terre Blanche et al., 2006). Research paradigms can be grouped into four main categories of interpretation by (Burrell & Morgan, 1979: p2) namely (i) positivist, (ii) structuralism, (iii) interpretivism, and (iv) functionalism.

- i. **Positivism** (subjective-radical change) is a scientific approach of cause and effect. Positivist is of the belief that there is a single reality, which can be measured and known, and therefore they are more likely to use quantitative methods to measure this reality. Most of the quantitative research uses the positivist approach as a conceptual framework because positivists believe in the empirical hypothesis testing.
- ii. **Structuralism** (radical change-objective) is a paradigm that relates to the structures in society. It exists alongside critical theory with the objective to reform the lives of marginalised, dominated, suppressed or alienated participants to create a voice for them. The paradigm is of the idea that the nature of societal structures is rooted in radical change.
- iii. **Interpretivism** (exists within constructivism) seek to understand that the world in which participants live and work and where they develop a subjective meaning of these experiences which vary and have multiple realities. Therefore, interpretive believe that there is no single reality or truth. Thus, reality needs to be interpreted by the use of qualitative methods to get those multiple realities. Most of the qualitative research in social sciences use interpretative approach to research.
- iv. **Functionalism** (objective-regulation) with pragmatism at the core, aims to balance explanations of human activities. People and relationships are real and are studied through science (Burrell & Morgan, 1979).

All the research paradigms have been described to understand each paradigm. However, this research study focused on the interpretative paradigm. The interpretative paradigm enabled the researcher to gain insight into the feelings, experiences, and ways of survival for these jobless youth in their natural setting and to obtain answers to the research question. Therefore, both the interpretative paradigm and qualitative approach served the same purpose to understand the world in which participants lived.

### **3.4 RESEARCH DESIGN: CASE STUDY DESIGN**

The study followed a case study design. The case study design is a form of inquiry in which the empirical research method is used to investigate a contemporary phenomenon focusing on the dynamics of the case within its real-life context (Yin, 2003, p.13). Furthermore, the role of the case study method in research has become more critical on issues like community-based problems, poverty, unemployment, and drug addiction (Zainal, 2007). That means some of the researchers preferred to use case study design when investigating topics like unemployment or poverty in its real context. Perhaps one of the contributing factors for the recognition of case study as a research method is that researchers were becoming more concerned about the limitations of quantitative methods in providing holistic and in-depth explanations of the social problems in the society (Zainal, 2007). Also, Tellis (1997) argued that the case study explains both the process and outcome of a phenomenon through complete observation, reconstruction, and analysis of the cases under investigation.

In this study, the case study design was used to obtain an in-depth understanding of an issue of unemployment amongst the youth of Soweto. As mentioned by Creswell (2007) Case study approach is particularly useful to employ when there is a need to obtain an in-depth appreciation of an issue, event, or phenomenon of interest in its natural, real-life context. As one of the aims of a case study in research is to explain the outcome of the phenomenon. This further allowed the researcher to explore the impact of unemployment on the youth of Soweto. However, it is important to note the difference between a single case and multiple case studies that enable researcher derived its decision. Multiple

case studies analyse a situation within and across different situations to understand the differences and similarities of the case, while a single case serves as its control group (Yin, 2003). This means multiple case studies use different sources or mode of data collection while a single case explores and acquire information from a direct and single instance 'phenomenon'. Also, the type of case study adopted in this research is the single case study. The researcher adopted the use of single case study because for its small, simple size which allows having depth and a detailed understanding of the experiences of the unemployed or jobless youth in Soweto. According to Nock, Michel and Photos (2007) the single case study is when the phenomenon of interest is studied using the small group of research participants. Therefore, there is a better chance to have more understanding of the experiences of the subjects.

### **3.5 POPULATION AND SAMPLE**

Royce (2011, p. 193) points out that a research population refers to all the individuals you want to learn from. The population of this study are the young people of Soweto that experience unemployment. Ten participants were purposely selected of unemployed youth in Soweto. The sample consisted of 5 males and females. The researcher decided to use a purposive sampling method to enable active enlistment and concentrated on individuals with specific research interest who will better be able to assist with the relevant research findings. The researcher was introduced to the Youth leader in the community, and the intention and purpose of the research were explained. Verbal approval was given to proceed with the study. Participants were approached and introduced to the researcher as a master's student from the University of South Africa. It was indicated to them that a study was being conducted on the Soweto youth experiences of unemployment. Furthermore, the importance of conducting such a research idea was explained. They were informed that the researcher could not offer physical or material help and that the research could have an empowering and positive outcome. Both the unemployed males and females were given the opportunity to participate in the process, learn to understand their condition much better and try to understand it from their position and point of view. According to (Palys, 2008) purposive sampling was a non-probability sample whereby the researcher chose a specific set of people

within the population to use for a study. The following refers to the inclusive and exclusive criteria for this research study.

The inclusion criteria for participants included in this study were to meet the following requirements:

- youth (between the ages of 18-35),
- unemployed (not less than two years of unemployment),
- Soweto resident, and
- race (Black).

Participants who were excluded from this study were those who did not meet the requirements needed.

They possessed the following characteristics:

- under the age of 18 and over the age of 35,
- none Soweto resident,
- employed,
- race (Non-black).

### **3.6 INTERVIEW PROCESS**

The interview was used for data collection. The researcher decided to use the interview as it provides detailed personal information from an individual rather than being restricted (Kvale, 1996). Unstructured interview schedules were applied in this study. The unstructured interview was used to understand the complex behaviour and achieve deep insight into people's lives (Patton, 2002). The individual participants granted permission to conduct the interview. They provided the written consent before the interviews can take place to be recorded that they participated in the study voluntarily. None of the participants were forced or threatened to be part of the research study. The researcher interviewed ten participants, consisting of five female's participants and five male's participants. They all resided in Soweto Township. The participants were assured about confidentiality and that their names would

not be revealed, even during the reporting of the findings. All the participants decided that it would be better if the researcher interviewed them at their homes, as this would be financially conducive for them. The interviews lasted approximately 45 minutes. The interviews were recorded with the permission of the interviewees. Recording the interview permits the researcher to focus on exploring the topic, noting the non-verbal cues, and being more attentive during the interview process (Opdenakker, 2006). A tape-recorder allowed the researcher to concentrate on what was being said rather than on taking notes. It also allowed for keeping a full record of the interview without being distracted by detailed note keeping. The interviews were conducted primarily in English.

### **3.7 DATA ANALYSIS**

Applied thematic analysis was applied as a method of data analysis in this study. According to Carey (2012, p. 222) thematic analysis focuses on identifying themes and patterns regarding individual or, more often, group attitudes, behaviour or values. The thematic analysis was applied as it allows for a realistic method to report experiences, meaning and the reality of participants (Braun & Clarke, 2006, p. 81). As suggested by Terre Blanche, Durrheim and Painter (2006), this study adopted the five steps of qualitative data analysis in the application of thematic analysis, namely:

#### **i. Step 1: Familiarisation**

Familiarisation gives original meaning and understanding of the data and topic by submerging oneself in it over and over again. For example, recording, writing and keeping notes of events (Terre Blanche et al., 2006). In this study, this was achieved by transcribing all audio recordings of the interviews. However, transcribing interviews was a time-consuming process which nonetheless provided the advantage of familiarising oneself with the content of the data. During the transcription phase, one can begin the process of informally identifying key themes (Braun & Clarke, 2006). By the end of these processes, the researcher was able to understand the concept which was likely to be supported by the data and understood the entire material.



**ii. Step 2: Inducing themes**

According to Terre Blanche et al., (2006) inducing themes is a bottom to the up method in which you take a careful look at your materials and attempt to work out the organising rules that serve as the natural basis of the material. The researcher went through each data item manually, while writing notes and identifying prospective themes that could be coded. All potential themes were thus coded on the data and list was compiled. The researcher carefully explored specific languages used by participants to explain their experiences to aid proper analysis which was considered essential, and at the same time challenging.

**iii. Step 3: Coding**

Coding took place after the themes have been induced and identified in the data. While developing themes, coding of data should be put into consideration (Terre Blanche et al., 2006). It involved making a different section of the data as being necessary to one or more of the themes. Furthermore, a line, sentence, paragraph, phrase might be coded with meaning putting materials and themes into consideration. After inducing the themes with proper identification, it was decided to use a coding matrix. This involved assigning data from interview transcripts into themes (Smith & Firth, 2011) by categorising similar instances under the same theme to facilitate an acceptable participant response across the various categories.

**iv. Step 4: Elaboration**

Elaboration was the process whereby the researcher joined the data and made sense out of it. Also, the data was collected sequentially when the researcher was collecting data for interpretation. The sequence was broken so that far away data could be combined with other data to give the researcher a clear view on the data collected and the similarities of parts that were the same (Terre Blanche et al., 2006). After coding has been applied, the researcher carefully explored the themes by comparing the section of the transcript that appeared to

belong together, resulting in the idea of grouping appropriately and for the researcher to be able to elaborate.

**v. Step 5: Interpretation and checking**

This was the final step of the qualitative data analysis when the researcher put together their interpretation. This was a written description of the event studied, by the use of thematic order from the subheadings. It is also pertinent in this step to see if the researcher can find examples that oppose some views or another in the interpretation and thorough checking (Terre Blanche et al., 2006). After interpreting the data according to the themes, the researcher checked if there were any different point and views based on the description and data interpretations before reporting the findings of this research.

### **3.8 STRATEGIES EMPLOYED TO ENSURE DATA QUALITIES**

In qualitative data analysis, validity and reliability are portrayed through strategies for trustworthiness. Guba and Lincoln (1985) suggested that trustworthiness of research involved establishing the following key elements:

- **Credibility:** Credibility can be termed as the degree of truth of the researcher finding based on research design, information and context in the inquiry being carried out (Cope, 2014). To ensure credibility in this study, the researcher built confidence in the ‘truth’ of the findings by honouring anonymity, openness, and honesty. During the time spent in Soweto to meet with the participants, a good relationship was established and quality time spent with the participants of the study to know them better before conducting the interview. Participant responses were verified and the meaning of their responses during the interview phase, allowing new data to emerge until the point of saturation. Thus, enabling the researcher to conduct the interviews with ease and interpret the findings in a reliable form.

- **Transferability:** This is the degree to which the result of the finding can be generalised. To ensure transferability of the research findings, the researcher provided sufficient and detailed information that will help the reader of the study to understand and make the association of the results and findings with their own experiences. More so, a detailed the research methods was used to inquire about the effect of youth unemployment in Soweto.
- **Dependability:** Dependability refers to the quality of the process of data collection and analysis and the generation of relevant theory. During this process, the researcher counter checked the responses of the respondent with another respondents day after day, without referring to the initial themes that were identified to be sure the responses are of similar context. Hence, all the findings were consistent and similar, fully described, repeatable, and reliability was identified.
- **Confirmability:** While analysing the themes, the researcher took note of the words and listened to the recordings over time to ensure the responses were exactly the information that was given by the participants. There was a degree of neutrality while analysing the themes without any form of researcher bias, interest or favouritism. The themes that were finally identified for analyses were exactly the participant words; neither was there an alteration or touches. The researcher guarantee that the data support the findings, conclusions and recommendations and that there is an internal agreement between the researcher's interpretations and the actual evidence

### 3.9 ETHICAL CONSIDERATION

The researcher understand the importance of researching ethically. As mentioned by Durrheim and Wassenaar (1999, p. 65), the essential purpose of ethical research planning is to protect the welfare and rights of research participants. Thus, a research proposal was submitted to the Ethics committee to grant permission and approval to carry on the research. Further, it was permitted by the Ethics Committee from the University of South Africa to conduct the study.

It is unethical in research for the researcher to gather information without informing the participants about the nature and essence of the research, and their uttered readiness to participate in the research (Kumar, 2005). The following are the research ethics considered for the study:

- **Honesty:** Researcher honestly reported all the collected data, results, methods and procedures without any form of fabrication.
- **Integrity:** Intended promises were kept and an agreement made before the commencement of the interview. It acted towards the participants with sincerity and strived for consistency of thought and actions throughout the process.
- **Carefulness:** Good records were kept of research activities, critical examination of the work and the researcher avoided careless mistakes and negligence to jeopardise the study. Care was also taken concerning privacy by ensuring that no participant could be identified in the final reports, thus preventing any harm by people who were not part of the study.
- **Openness:** The researcher was open to criticism and new ideas, gave credit to who credit was due and there was no form of plagiarism. All these were duly considered throughout the process of the research study.
- **Confidentiality:** Information was kept and protected. The identity of participants would not in any way be revealed as the promise was made and assurance given that their names will not be included in the transcript verbally, or the published thesis.
- **Respect:** The participants were respected and treated fairly as they are doing me utmost favour to carry out the study. Their involvement was valued with utmost respect, responsiveness and attention, as the information for this study would not be available without them.
- **Non-Discrimination:** Participants experienced no form of discrimination by sex, ethnicity, gender, or any form at all. All participants were treated equally throughout the interview process.

- **Voluntary Participation:** Participants were not forced or pressurised to participate in the study. It was a voluntary involvement and that they were free to withdraw from the study at any time and non-maleficence (i.e. all the participants were informed that the study should not harm them in any way. An informed consent form was given and explained to each of the participants before the interview commenced (See appendix 1).

### **3.10 SUMMARY OF THE CHAPTER**

This chapter outlined the research methodology underpinning the study. The qualitative research approach was explained and justified. The research population and sample were indicated. The chapter further offered an overview of the data collection procedure and the manner in which data was analysed. Ethical considerations were outlined and the trustworthiness of the study.

## **CHAPTER FOUR**

### **THEORETICAL FRAMEWORK: ECOLOGICAL SYSTEM THEORY**

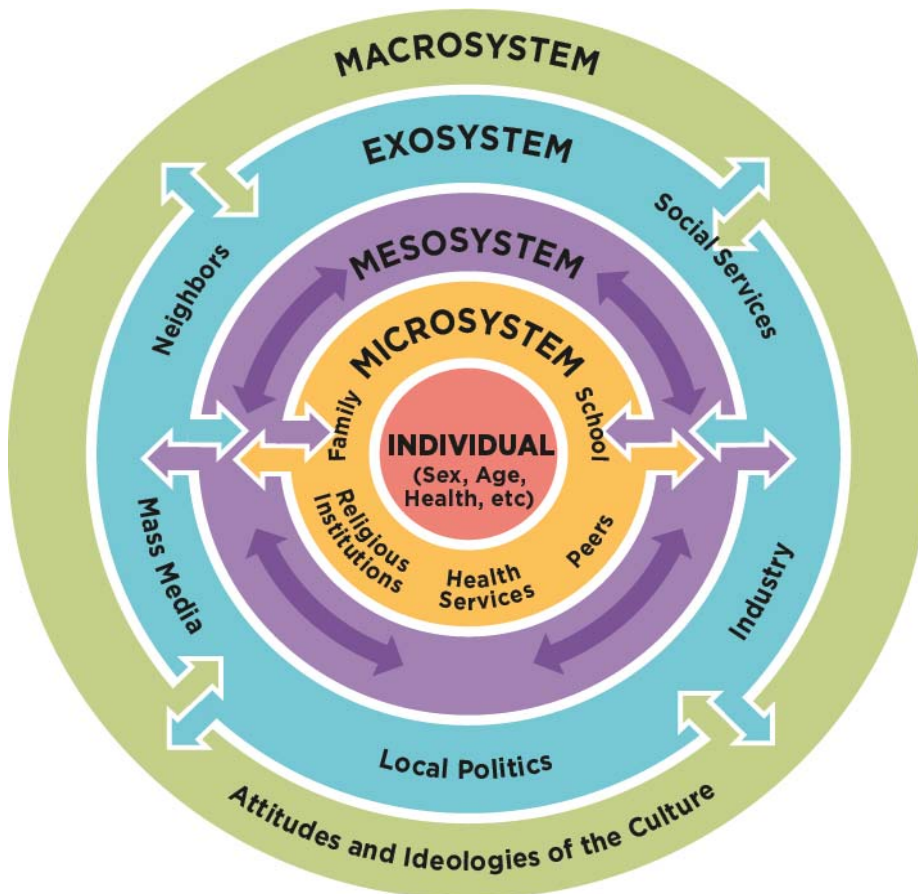
#### **4.1 INTRODUCTION**

Urie Bronfenbrenner was a Russian-born American psychologist who initially proposed an ecological system theory (Career Force, 2018). In this research study, the ecological system theory was used to understand how young people's development is affected by several environmental systems. The ecological framework shows how the environment influences human behaviours and vice versa, and so focuses on the interaction between the two at different levels (Green & Kreuter, 1999). The environment consists of the neighbours, social services mass media, peers, and local politics.

Five levels of ecological system theory, as depicted in Diagram 4.1, are used to understand the influence of hierarchical environmental systems on individuals, namely:

- i. the individual, which refers to neurobiology, genetic predisposition, inner world, temperament, personality and frame of reference through which the person perceives the world;
- ii. the microsystem, which refers to the groups that most immediately and directly affect the child's development including family, school, religious institutions, neighboured, and peers;
- iii. the mesosystem, which refers to the interconnections between the microsystems. For example, the kind of interaction between the child's parents and teachers play an essential role. If there is a conflict between the teacher and their parents, this can affect the child;
- iv. the exosystemic, which refers to the links between a social setting in which the individual does not have an active role and the individual's immediate context. For example, the parent having a bad day at work may influence a young person's experience at home;

- v. the macrosystem, which refers to the culture in which individuals live. Cultural contexts include socioeconomic status and ethnicity. The members of a cultural group share a collective identity, heritage, and values (Career Force, 2018).



**Diagram 4.1:** Ecological system theory (adapted from [www.google.com](http://www.google.com))

In applying the ecological system theory, the researcher wanted to understand how these systems influence the unemployed youth of Soweto. According to ecological system theory, apart from the individual's perspective, other factors have a role to play, as behaviour was determined by the individual, his or her environment, and their interaction (Fraser, 1998). For example, the phenomenon of youth unemployment can be explained at various levels, namely, microsystem, exosystemic and individual in a specific setting. Perhaps with regards to microsystem, the schools in South Africa do not put more efforts to assist the students in choosing the careers that are in demand in South Africa.

Business South Africa (2018) listed some of the careers that are in demand, namely, Software developers, Sales Consultants, and Engineers. Hence, it is possible that some of the young people have qualifications that make difficult for them to be employed. As reported by News24 (2018) the labour market analyst Loane Sharp advise the young people to choose carefully what they wanted to study at university. They should avoid enrolling for the courses that are not in demand.

Furthermore, the exosystemic means that the politicians of South Africa have failed the youth by not creating the job opportunities for young people. As the growing number of unemployed youth increase, they are forced to rely on their families to support them. The first black South African President, Nelson Mandela, once said: “As we set about building a new South Africa, one of our highest priorities must be our children. The vision of a new society that guides us should already be manifest in the steps we take to address the wrong done to our youth and to prepare for their future. Our actions and policies, and the institutions we create should be eloquent with care, respect and love” (IOL News, 2018, p. 1). That means the South African government has the responsibility to come with economic policies that will advance the future of the youth and to help them get the jobs. However, it seems now that the government has not yet opened the opportunities of employment for the youth. The 2018 statistics released by new Statistician-General Risenga Maluleke indicated that the youth remained the most vulnerable within the labour market with the unemployment rate among those aged between 15 and 34 touching 38.2% (IOL News, 2018).

Finally, the individual traits also play a role with regards to employment. Some of the unemployed youth might possess the personality traits that make difficult for them to be employed. The Business News Daily (2018) reported that employers want to know that you are qualified for a position and they also want to see that you will fit in with the company culture. Therefore, they will assess a candidate's personality. Perhaps if they are not happy with the person's personality, it might affect work performance. Also, they might not employ that person. The system of individuality allows us to reflect



on our personalities, whether this encourages us to be employed or not. Therefore, the question can be asked: how can we improve our personalities to ensure that we are employed?

## **4.2 SUMMARY OF THE CHAPTER**

The above theory discussed the framework relevant to understand the possible contributing factors of unemployment amongst the youth. Three systems of ecological system theory were explored, namely microsystem, exosystemic, and individual system. According to this theory and individual personality traits, community and competence would determine the possibility of employment.

## CHAPTER FIVE

### PRESENTATION AND DISCUSSION OF FINDINGS

#### 5.1 INTRODUCTION

As mentioned in chapter 3, data was collected through means of unstructured interviews. These interviews were conducted on the unemployed youth of Soweto Township. The focus of this chapter is to present and discuss the findings through various themes. The responses presented in this chapter are based on the unique experiences of the research participants during the study. This implies that although all the participants were exposed to unemployment, their experiences are therefore uniquely expressed. Additionally, the findings that emerged from data analysis showed that being exposed to unemployment had an impact on the well-being as a young person.

#### 5.2. THE PROFILE OF THE PARTICIPANTS

**Table 5.1: Profile of the participants**

<b>Participants</b>	<b>Age</b>	<b>Years of Unemployment</b>	<b>Resident of Soweto</b>	<b>Has the academic qualification</b>	<b>Has the child</b>
Participant 1	23 year old	Four years	Yes	Yes	No
Participant 2	21 year old	Three years	Yes	No	No
Participant 3	31 year old	Four years	Yes	No	Yes
Participant 4	33 year old	Six years	Yes	Yes	Yes
Participant 5	29 year old	Three years	Yes	Yes	No
Participant 6	35 year old	Four years	Yes	Yes	Yes
Participant 7	27 year old	Three years	Yes	Yes	No
Participant 8	25 year old	Two years	Yes	No	Yes
Participant 9	26 year old	Three years	Yes	No	No
Participant 10	21 year old	Two years	Yes	Yes	No

### 5.3 PRESENTATION OF THEMES

**Table 5.2: The presentation of themes**

THEMES
5.3.1 Job hunting and favouritism
5.3.2 Emotional effects of joblessness
5.3.3 Isolation and crime
5.3.4 Social support, perseverance and job creation

#### 5.3.1 Job Hunting and Favouritism

According to participants, when job hunting, they used various methods to apply for a job, namely (i) dropping their curriculum vitae in different companies and organisations, (ii) online job sites, (iii) newspapers, and (iv) handing out a CV to family, friends, and neighbours. They also stated that they become unhappy as the organisations do not give them opportunities to have work experience. Furthermore, sometimes the companies did not respond when they have submitted their CVs. When they did respond, they usually give them rejection letters. This was demonstrated in the following quotes:

*“Every day I check this site Career 24 and newspapers for job opportunities then go to some places with vacancies”.* (Participant 4)

*“I send out my CV, go online every time and even give out to people around me but I did not get any reply or phone call from them even for a small position”.* (Participant 5)

*“I do not know if I am not good enough or people are too many for the job to pick me or they say “We are sorry to inform you” messages like such after dropping applications on many platforms. It is seriously painful”.* (Participant 7)

*“I have searched for jobs, but no luck and the painful part is that they want to experience. I am even prepared to volunteer to get work experience”.* (Participant 8)

It is evident from the above quotes that research participants have used different platforms and mediums to find and search for jobs as many organisations advertise jobs today online. According to Barrar (2010), it is faster and easier to access recruitment sites online rather than seek for jobs in print version. Despite these efforts, participants question the possibility of securing a job because none of this option is seemingly working and they have not been successfully contacted by the organisations they applied to online and onsite. Furthermore, Mlatsheni (2014) and Chapman (2000) reported that family; friends, and associates could help in recommending candidates to their employers and often are a reliable source of job information.

Findings also showed that participant gave printed CV's to acquaintances' to get any job placement and opportunities. There is also a willingness to volunteer that accompanied the job search by the participant. At times, volunteering to work in a company was helpful if one was looking for a job. Voluntary service in one field and discipline gives a person a fresh experience and the ability to network to get contacts and references. The researcher firmly believes the process of volunteering shows the employer and bosses that a person is hardworking, energetic, dedicated and, thus, structures enhance skills that are being idle. According to Smith (2006), volunteering helps people to feel valued and motivated.

Participants expressed their sincere displeasure and pain of not having good connections to secure the jobs. They mentioned that some of these organisations have vacant positions, but they refuse to employ people that are not connected to them. Participants also explained that they attended different interviews but didn't get any feedback and friends that have family members in organisations get jobs faster, if you do not know anyone then nobody will employ you. The jobs that seem negligible are so hard to get, but employers would instead give the position to their own whereas some organisations would rather wait to employ their preferred candidates and deny the job seekers the opportunity. That means the positions would be left vacant until they have someone that is well known to them. As a result, they experience pain and become worried because it was assumed that their effort to get a job is not good enough. This was demonstrated in the following quotes:

*"Yes... I told you that my friends all are working now. Me I have attended an interview for different jobs but no luck and nobody to help me as my friend sister, but I told him to help tell the sister."*

(Participant 4)

*"I just need someone that can help me with a job! Alternatively, give me a referral to a company that will make gladden my heart a lot."* (Participant 8)

*"I just think I have not been lucky enough to get a job because I have looked for a job to Polokwane...Hmm to get a job now is " long leg" according to my big uncle and that is true because if you do not know people in top places... it is difficult to get an even very small job to manage."*

(Participant 9)

Perhaps the above quotes meant that even the young people with qualifications struggled to get a job because they were not connected to anyone. One can question whether it is necessary to go to school if they are not going to consider your qualifications for employment. According to Mbalamwezi (2015),

top management of organisation takes core advantage of their positions to secure jobs in favour of families and friend. When the act of nepotism is too rampant in close to every organisation, youths will continuously fall victims of the situation. If care were not taken, the society would lose talented and innovative young fellows to the world of recklessness and bitterness due to this wicked and selfish favouritism exhibited by top management of most of these organisations. Furthermore, companies go through the process of advertising jobs vacancies as a normal process, even though the candidate for the position has already been identified before the recruitment process (Cloete, 2013). The researcher believes that it is imperative to give jobs to whoever is qualified and shows the exact competence related to the job descriptions on merit.

Favouritism as a way of placement in an organisation destroys and hinders professional output as incompetent candidates were employed for the positions. As reported by UDN (2009) that nepotism in the workplace is a terrible practice that has affected lots of people in South Africa, companies and departmental organisations has been destroyed because eligible candidates were not given jobs. Competent and eligible candidates were not employed in a workplace because they could not get a referral. Connections from top management were a terrible situation. It was a misuse of power to give jobs to incompetent people and unjustly deprive the available ones of employment.

Favouritism in the workplace explains and reflects the phenomenon and wonder of microsystem stage of ecological system theory. For example, it was explained in the microsystem stage that the circle, group, and setting a person belongs directly or indirectly has an impact on the individual. According to microsystem ecological system stage, an individual who doesn't have a right connection and career background may find it extremely difficult to get employment opportunity. This emphasises the fact that as far as organisations, employers, and top management put competence and right qualification below favouritism, a victim of such circumstances would continually fault groups, institutions that he/she belongs, and the kind of peer they associate themselves. This is because some of these youth do

not have career counselling to enable them to understand the right step to take in choosing a career path that can enhance and improve employment opportunities amongst their peers. Therefore, whether society takes note and believes the stressful effect of favouritism or not on an individual seeking for a job, it is acceptable to say that an unemployed individual would blame societal setting for lack of employment. Also, conceivably about microsystem point, it could be an eye-opener for youth, graduates and students emerging into the labour market to understand and opt for careers that are in demand in South Africa. This will curb the excessive favouritism in organisations, and they will have qualifications that can make them readily employed by some organisations. Having the needed and required skills in demand could make it less difficult to secure a job. This is as crucial and vital in combating with the situation of unemployment (Karasek, 1990).

### **5.3.2. Emotional effects of joblessness**

The unemployed youth stated during the interviews that unemployment has negatively affected them. They revealed that being jobless was very painful and stressful because it hinders the opportunities of buying relevant essentials like clothing, phones, cars and many more. This takes a real toll on their mental well-being because their standard of living is on a lower level compared to their employed peers. The negative feelings make them stay away from social activities. The participants stated during the interview that they feel guilty and blame themselves as the cause of their unemployment status and predicament. They attributed the unemployment status to their attitude, actions, and bad decisions. The jobless youth also pointed out that it is stressful and depressing to see peers living a pleasant and comfortable lifestyle as result of employment while they wallow in pity because they are unable to match up around their friends in the society because they could not get a job. The emotional impact of being unemployed was demonstrated in the following quotes:

*“I feel like committing death”.* (Participant 8)

*“But it is just a feeling that comes anytime to me, and I cannot help but think deep of it... Let me tell I stopped drinking because of it... Ordinary drinking cost me my job, and now I am unemployed, and it is not easy to get a job anytime now”. (Participant 9)*

*“I have worked before with Anglo America, and I stopped the work myself, and now I am not happy “I see myself as weak and a loser. Sometimes I want to call my friends, but I stop because I do not feel good of myself and I just keep to myself”. (Participant 6)*

*“To speak it out, I feel low in my courage and confidence level because unemployment makes me see myself as lazy, weak and not like a strong lady”. (Participant 7)*

*“How I see myself because it makes me feel lower than my friends... I see some of my friends, and they are doing very all right and also even the ones that we are unemployed together I still feel they are better than me”. (Participant 9)*

It is clear some of the jobless young people considered to commit suicide because of unemployment. That means they are struggling to cope with the fact that they do not have the income to meet their financial needs. Fergusson and Woodward (2002) that discovered that unemployment was considered as one of the significant causes of suicide attempt amongst both young and old. This was also supported by Shaffer et al., (1996) who stated that when there were many factors it could trigger the state that 90% of youth who committed suicide, were psychologically depressed and that youth depression included unemployment. Furthermore, it seems that some of the unemployed youth may get emotional by little things that trigger the thought of being jobless according to Janof-Bulman's behavioural self-guilt model 1979 which suggests that individual see their behaviour as a reason for an adverse outcome (Fetchenhauer, Blaschak, & Jacobs, 2005). Also, a study by Cochrane and Stokes (2011) explained that unemployment leads to self-guilt and distress. They lament, curse and criticise their action and find it so difficult to let go of the blame that caused them the jobs. Furthermore, Hess, Peterson & Mortimer (1994) also confirmed that unemployed youth show a high rate of self-guilt than older people.



On the other hand, this finding confirmed that the unemployed youth faced difficulties emotionally, psychologically, and socially. It appears that they were more than willing to socialise with their friends but could not because of shame. Sheeran, Abraham and Orbell (1995) reported that unemployed individuals compared themselves socially with employed people and this affected and reduced their self-esteem. The effects of unemployment can be attributed to social problems which reduce self-esteem by affecting social, physical, mental states and economic interaction and abilities (Durjadin & Goffette-Nagot, 2007). They see life to be unfair to them or cruel when they have no financial resources like friends. Mabella (2012) also explained that unemployed people experience low self-esteem by comparing themselves with working friends.

### **5.3.3. Isolation and crime**

The jobless youth indicated that they experienced lack of proper social support and interaction because of unemployment. They admitted that being unemployed causes derogatory, hostile, and destructive comments from friends and neighbours in the community. Furthermore, the hostile comments lower their morale and self-worth causing unhappiness that can leave a person mentally down and end up being a recluse. This was because of unemployment participant admitted that they prefer to stay indoors and avoid people and that it is difficult to attend community events because of shame, in addition to the fact that community people meddle in their affairs with numerous questions. Some friends tag them as lazy, worthless and do not want to associate with them, while mutual friends discourage their relationships. Thus affects social interaction amongst people in their community. This is reflected in the following quotes:

*“I try to avoid myself from people so that such thing will not happen to me... that is why I stayed in the house most of the time, and I also respect myself so much so nothing like that for me now”* (Participant

8)

*I do not go to places where they do not like me, so I do not get negative comment” (Participant 10)*

*“People will say are you not looking for work? Are you not tired of staying at home? You should go outlook for a job and stop acting lazy around... It just makes you feel bad and angry, and it is a bit uncomfortable”. (Participant 6)*

*“Even my girl she told me some of her friends ask what she is still doing with a jobless guy like me and that she is just wasting her time that better hardworking men can take care of her” (Participant 9)*

The researcher is of the view that participants prefer isolating themselves from family, friends, and the society as a whole to avoid unwelcoming and devastating comments passed across to them. Such cruel comments as a result of unemployment lead to a psychological breakdown that affects an individual's social and daily lifestyle. According to Taris (2002) and Mabasa (2008) reported that unemployment reduces an individual's courage, causes withdrawal and the ability to socialise correctly in the community. Also, they become disconnected and prefer being alone because of the stigmatisation for unemployed people socially. For such an individual, they would rather be alone than making friends or relationships with people that work. Moreover, Thomas (2003) stated in his study that to be unemployed for an extended period, especially among youth leads to social exclusion. It is considered an adverse effect on an individual's life's sanctification which brings pessimism. Unemployed individuals do not enjoy social activities with others because they feel embarrassed by their status (Willemsse, 2015; Carroll & Dunn, 1997).

Some of the male participants have considered engaging in socially unacceptable behaviours as a result of their unemployment situation. Since they wanted to follow the social trends of acquiring good clothes, phones, shoes and bag, they continuously considered committing crimes and stealing to get those desired items. They stated in the interview that when their friends with good paying jobs buy expensive things they feel always tempted because they have no job that could make them afford such excellent and expensive items. Some of them want to fight because of the situation of unemployment

and even engage in smoking marijuana. Also, lack of meeting the need of a child gave the thought of considering crime because they have no means to cater for related needs. The following quotes indicate that some of the participants have considered committing a crime because of unemployment:

*“You must think smart to grow higher... it is not good to see yourself, friends, using good phones, shoes and clothes that are very nice and you cannot afford it because you do not have a job or money to buy, but you like them... That can make me want to steal to have it too”* (Participant 10)

*“Bad influences from friends come in and are things you know are you are not meant to do... if you know what I mean like a steal, fighting and all others”* (Participant 1)

*“I just try to smile to cover the sadness if I see people... [Sigh]... I cannot buy good things for my sons like shoes and clothes, and that makes sometimes want to take things not meant for me, and now I start to smoke weed at times”* (Participant 4)

*“When no job is when you think of joining a gang, taking weed and drug* (Participant 8)

The researcher is of the opinion that the period of unemployment is quite challenging, tasking and causes a series of undesirable thoughts. According to Allen (1996), late unemployment has an adverse effect on behaviour that results in activities like auto- theft, hijacking, burglary, break-ins and stealing, and lack of opportunity to engage in jobs that bring a legitimate income raises an opening for crime (Vold, Bernard, & Snipes, 2002; Freeman, 1999). Participant’s comments indicated that they may feel like stealing because of the financial inability to buy what they want and desire at any point in time and because they want to acquire items like their friends they think of committing crimes as a way to solve the problem. Furthermore, unemployment increased the sense of frustrations that can lead to antisocial behaviours (Henkel, 2011). Therefore, added to this frustration they felt sad because they could not provide for their child and that resulted in habits of smoking weeds, and even short-tempered and want

to fight with people. To be unemployed lead to cases of mugging, rape and many more (Hodge, 2009; Clark et al., 2004). Financial difficulties during this time also triggered these thoughts of crimes and all other detrimental activities

#### **5.3.4 Social support, perseverance and job creation**

Unemployed youth are negatively affected by joblessness. They have stated during the interviews that the support from family is a necessity in the period of unemployment. The research participants indicated that they get care and support from family, friends and community people, though not at all time. It is a good gesture to get help and support from loved ones when faced with unemployment. Participants indicated that the consistent updates and information they get to assist while jobless is mind-blowing and extremely encouraging from people in the community. It gave them a sense of worth and sense of self, coupled with a lot of heartening and reassuring comments from friends. They are motivated to keep searching for a job to be employed and take care of their families since they get such great support,. The support is evident from the following quotes:

*'One man in my house works in train station said to me that if there is job vacancy in their company he must tell me first... it is a good comment to hear from him... my friends too encourage me too, so I keep pushing" (Participant 7)*

*"My family constantly assist me and encourage me to remain positive in this unemployed time" (Participant 3)*

*" I stay with my father's brother (Uncle) he takes care of me to an extent because I must say he is trying. He has family and taking care of a grown-up man like me" (Participant 5)*

*"Every time I want something family they must provide it... So, I do not worry too much for the job, and they encourage me very well that everything will be fine so it is a form of support" (Participant 4)*

*“At least some people in the community tell me to go to a particular place they hear vacancies to drop my CV... Moreover, also, another time like that the youth leader secretary told me about a vacancy at Engen garage toward the freeway to drop my CV also, so it is a good gesture” (Participant 8)*

From the participant’s perspective, love and care make the unemployed understand that they are not alone during the challenging period of joblessness. As mentioned by Lorenzini and Giugni (2010), the family and social support help an unemployed individual in time of job crisis. This creates the kind of atmosphere a participant required to deal with the present condition in which they were convenient. Therefore, the participant felt the atmosphere of encouragement, peace and freedom. Further, Lang (1995) also mentioned that informal support systems like friends and relatives could help against the adverse effects of unemployment and enhance social skills and combatting unemployment psychological stress experienced by research participants. The researcher is of the notion and awareness that support from families and friends during this time brings delight and cheerfulness. Contrary to the hostile remarks participants received from community people and friends, the expression of love, understanding, sympathy, and empathy to the unemployed create a sense of hope and happiness. Consequently, this forms as a motivating force to do better in their job search and ways of acquiring relevant skills.

Moreover, the participants in this finding clarified that managing and surviving unemployment circumstances are not that easy, but they try so hard to pull through it daily by engaging in different activities which keep them going and live a normal life as other people. They express their love for soccer, knitting, music, reading books, engaging in house chores to be preoccupied, and even take time to rest and sleep well. Despite the adverse effect of unemployment, they try as much as possible to stay positive and put the negative situation behind. As such, having fun and stress-free time is crucial as one participant confirmed that their time was used for enjoyment and doesn’t stress much about the issue of unemployment because of countless attempts to get a job has been fruitless. This was reflected in the following quotes:

*“I like to knit wool... [Smiles] so I do small bag sometimes when I have money and must sell to some people around here R20’... It is hard, but I do things I like to stay calm and positive’. (Participant 3)*

*“I listen to music when I am bored, drink and also watch soccer to feel cool.... although it is fun to have plenty of time for plenty of enjoyment” (Participant 5)*

*“See, I wake in the morning, clean the house and cook because my mother will go to her job. I take care of my child and sometimes wash the dirty clothes of my mother... I do everything to be happy and not complain, but sometimes I sleep” (participants 6)*

*“I must not disturb myself too much for it because some days I send out my CV if I want to, but recently I have not sent or give out any... Let me tell you the ones I have sent or give people; I did not get any reply or phone call from them... So why must I disturb myself too much because of it” (Participant 4)*

The Participant revealed that doing fun activities helped in dealing with tension and the constant thought of joblessness. It was also clear that during unemployment it is somewhat okay to live life the way it is, instead of bordering and stressing out. The stresses of unemployment can be overwhelming, but there are several things people can do to take control of the situation, maintain their spirits, and come out of this challenging period stronger and more resilient (Grillespie, Chaboyer & Wallis, 2007). The unemployed engage in several activities as a deterrent mode of escape from emotional and psychological stressors that could be detrimental to the health. Also, Argyl (2000) reported that music is a therapy that enriches the mind. By so doing, the activities enhance person psychological state, social and inbuilt skills. The act of creating fun and happiness as indicated by participants in the research data is a good strategy and therapy for sound health during these hard times. Therefore, unemployed individuals must make use of their spare time wisely and adequately instead of stressing out and engaging in activities that are socially unacceptable. If this happens, then much-unemployed fellows will not act as if they are being worthless and not needed in the society in which they live that

could make them end up being depressed. In the act of perseverance comes the strength of assurance, optimism, and sound psychological stability.

The participants indicated that they are of the idea that government, leaders, and community should render assistance in creating any form of job, training, or volunteering opportunities. This will help enhance their skills and also gain work experiences to reduce the unemployment. Furthermore, the government should also stop the constant habit of promising and failing all in the name of getting youths and the community to vote for them. The participants also pointed out that if the government of South Africa wants Soweto to be a better place, they should intervene on the issue of youth unemployment so that a lot can change about the community. They should organise well-skilled training and job training for youth in the community and should also start to develop the building of different factories that would enhance employment. Also, any form of real openings and opportunities for jobs, even volunteering that would help the jobless youth in the community is a necessity. They gave different suggestion during the interview process. This was reflected in the following quotations:

*“Laugh... Ok! In this community we can help ourselves by talking to the leader because they are ahead of us... Organise our own way of teaching ourselves hand works like phone repair, knitting, hair making, sewing, shoemaking and so on without payment of money but seek for company to sponsor it... if we can do it many youth will be happy only the lazy young ones will not like it...” (Participant 10)*

*“ Enough job establishment, job trainings or create a foundation or even a volunteering job that can employ for the youth here to work and show their skills and around South Africa...the only thing it will need is for someone to enrol, and it must be for young people not older people in the community...” (Participant 8)*

The above quotes mean the unemployed people believe that the assistance of the leaders and government is needed to establish different job opportunities in the community. The participants indicated that even community could intervene so that something can be done so that a lot of young

people in the community an opportunity to work and earn. Also, with the power and interference of these frontrunners something positive could unfold. Natrass (1998) explained that the fall in economic growth in South Africa results in unemployment problem faced by most of the youth as the economic growth is prolonged to create job opportunities. It may be recalled from chapter two, that youth joblessness is due to the result of lack in job creation, skills, training, and inadequate provision for youth with good business potential. Initiating the policy of local businesses by local leaders can help in changing business environment and support economic growth (Ramaphosa, 2013). It was reported that South Africa was seen as a country with extremely low productivity and high-risk labour environment. It was pertinent for government to look into the issues of job creation as South Africa has almost three times the world joblessness rate (Du Toit, 2012).

Furthermore, the research finding and exosystemic stage explained the importance and the need for government and politicians of South Africa to rise and implement strategies and interventions to create jobs and opportunities for the young people. It is imperative to note that the rate of unemployment is speedily increasing and these unemployed individuals have no means of survival instead they put trust and are dependent on their relatives for support despite the constant efforts to secure a job. The exosystemic reflect the extent to which the government of the country failed the youth that is called the 'future of tomorrow' and it is a reformation call for the politicians and government to tackle, re-address this problem of unemployment faced by the young people, by so doing the future of the youth will be secured. However, in order to visualise a new society, the South Africa government should be fast to take action in addressing the wrong and failed promises that were made to the youth and set them as their priority. This is to say that there is a lot of work and brainstorming required of the government to come up with economic policies that will be helpful and beneficial to the growth and development of the youth regarding employment-related opportunities.



### **5.3.6. Summary of the chapter**

The chapter presented the findings of the study and relevant literature was mentioned to support the findings. The findings of this study reveal that the emotional effects of unemployment had detrimental effects on the participant's life. Some of the participants reported that unemployment made them have low self-esteem, and they feel isolated in society because of unemployment. The participants used different coping strategies to cope with unemployment, namely listen to music and rely on family support. The following chapter will focus on the limitations of the study, recommendations and concluding remarks. The experiences of the unemployed participants in the study and their quotes showed that people who lived in Soweto were subjected to conditions which may lead them to crime, transactional sex, and psychosocial effect. Also, participants declared that they often felt rejected by the community and unable to meet the need of a family or live as peers caused them shame, guilt and low self-esteem. Most importantly, the care and support given by families and friends kept them motivated.

## **CHAPTER SIX**

### **LIMITATIONS, RECOMMENDATIONS AND CONCLUSION**

#### **6.1. INTRODUCTION**

The limitations and recommendations of the study are presented in this chapter,. The researcher also make the concluding remarks about the overall study.

#### **6.2. STRENGTH AND LIMITATION OF THE STUDY**

The study in term of strength was to develop a more in-depth understanding of the experiences and hardship of the youth of Soweto which makes them engage in hazardous activities to make ends meet. In particular, the study has also strengthened the body of knowledge available on the youth experience of the unemployment in the context of Soweto of South Africa. It likewise emphasised that individual experiences of joblessness differs with specific settings, and further research studies needs to be more detailed in related research contexts for exploring the experiences of youth unemployment conditions.

The research further revealed that a lot has to be done as far as youth unemployment is concerned and has shown that youth of Soweto are lagging. It was assumed that once people gain insight into their problems and behaviour, they were better able to cope with their situation. The themes that were identified in the study provide insight into understanding the complexity of behaviour. Thus, research into the experience of youth unemployment might provide valuable information to relevant stakeholders of Soweto to address the problem.

Some of the limitations arising from a qualitative study include the size of the sample. Although there is nothing wrong to use a small sample in a qualitative research approach, there are some shortcomings. For instance, research based on small sample size does not permit broad inferences from the views of the participants in the study. That means the experiences of jobless youth in Soweto cannot be generalised as being representative of other black unemployed youth in Soweto. The approach is time-

consuming, data is subjective, not objective, and research quality is highly dependent on the skills of the researcher and is more easily influenced by the researcher's personal bias than in the case of quantitative research. Furthermore, in qualitative research, the interviewer can affect the participants' responses during the process of data collection, and the issue of anonymity can create difficulties when presenting the research findings.

### **6.3. RECOMMENDATION OF THE STUDY**

The findings of this research study highlighted that unemployment had negatively affected all the participants. For example, the researcher noticed reduced self-esteem and hopelessness in all the participants. Hence, the following recommendations are made which might be useful to help the unemployed youth of Soweto. These include:

#### **i. Community of Soweto**

The community of Soweto can address the issue of youth unemployment by cohesive deliberation. For example, people can form a mini group whereby they deliberate on the kind of project that can create jobs for them in the community. Collectively they can write a proposal on the ideas and then submit the proposal to the government or any project body in charge. The researcher also recommend that the community can make use of the National Skill Development Strategy (NSDS) programmes which organises a re-skilling workshop, training on interview skills, CV presentation, and mentorship programmes for the youth and unemployed. Also, it is recommend that the Natural Public Work Program (NPWP), which provides adequate training to people that are unemployed, most especially the women and youth to increase their possibilities of becoming self-employed rather than waiting to be employed. Lastly, it is recommend that the services of the Expanded Public Works Program (EPWP) can assist in reducing poverty and farming through temporary work for unemployed people of Soweto community.

**ii. National Youth Development Agency**

The National Youth Development Agency (NYDA) is a South African based agency established to tackle challenges that the nation's youth face. The institution was established to be a single, unitary structure to address youth development issues at national, provincial and local government level. NYDA aims to design and implement programmes to improve the lives and opportunities available for the youth and thereby can help youths in Soweto in the following ways:

- Advocate for integration and mainstreaming of youth development in government spheres, the private sector and civil society.
- Initiate, implement, facilitate and coordinate youth development programmes.
- Monitor and evaluate youth development interventions across the board and mobilise youth for active participation in civil society engagements.

**iii. Department of Labour**

The department of labour is well known as the department of the South Africa government responsible for matters related to unemployment insurance occupational health and safety, job creation and employment, including industrial relations. Therefore, the people of Soweto community can write to the department and implore them to assist in the areas they are lagging. Most especially on issues of job creation and unemployment that is affecting the youth in the community.

**iv. Department of Higher Education**

The Department of Higher Education and Training is one of the departments of the South African government. DHET oversees universities and other post-secondary education in South Africa while considering the vision and aim of DHET which allows South Africans to have access to relevant post-school or higher education and training. The community of Soweto

needs such department. The researcher therefore implores the youth of Soweto to collectively involve this department to develop as much as possible, well-educated and skilled unemployed young people in the community. These youth are hungry and willing to compete in a sustainable, diverse, and knowledge-intensive economy which meets the development goals of the country.

**v. Human Science Research Council.**

Human Science Research Council has become the largest dedicated research institute in the field of social science and humanities with the aim of building excellent research standard in areas that are crucial to public development and growth. HSRC has conducted research addressing the challenge of youth unemployment in South Africa. Therefore, it is believed they could also conduct such a study in Soweto which will assist the government to create programmes that will assist the youth of Soweto. In addition to the field of research, the researcher used a qualitative approach in this study with a limited number of participants to conduct this study on unemployment. It is recommend that quantitative studies, which generally involve many respondents, be conducted to reach a larger population. Such research can statistically test specific hypotheses, and gain insight regarding certain specific variables that can be objective and generalised to the larger population.

**vi. Depression Anxiety Group (SADAG)**

The South Africa depression anxiety group is a non- profit organisation that has been tirelessly committed to improving mental health matter in urban and rural communities across South Africa. Their mission is to actively work with all sectors of the community- like patients, government, health professional and other NGOs to achieve improved education about mental health issues, access to quality treatment and a higher level of treatment compliance across all sectors resulting in improved general mental wellness in South Africa. Also, with SADAG's wealth of advocacy and its great recognition works are done in rural and urban communities on

depression all over South Africa. They can help garner psychologist, educators, general practitioner, and counsellors to come together to assist and serve as support network by educating and screening youth of depression and other emotional and psychological issues as a result of unemployment or related illness Soweto.

**vii. Life Line**

Lifeline is a 24 hour, 7 days per week, telephone counselling services offered by some centres around the country. It provides counselling and connects with people, giving them the tools they need to handle stress better and improve their emotional health and range of challenging issues. Lifeline provides professional and confidential services offered by well trained and disciplined counsellors, facilitators, trainers, and social workers. It also offers face to face counselling, youth development programmes, rape crisis, and serves as a support group. Life Line has centres in Alexander, Norwood and Soweto. Therefore, the researcher recommend that the youth of Soweto should continuously make use of this service so that they can render counselling assistance to the youth of the community on a day to day challenges.

**Self-Reflection**

My desire and motivation in the experience of youth unemployment was because of personal experience of being unemployed, despite with my undergraduate degree and certifications, I struggled and fought hard to get a job in my country. I started to get discouraged and even refused to attend some invitations for interview, ignored job advertisement because of unfavourable feedbacks. The numerous literatures of unemployment were an eye opener for me to understand the effect of unemployment on an individual, and the participants' responses to questions during the process of interview gave me a clearer view of the whole situation. I was once there, and I understood how it feels to be unemployed and financially dependent on others, but believe me, I thought I knew it all at a time. During the process of interview, I understood that the effect unemployment has on everyone is different. I must also admit

that conducting an interview is rigorous and no child's play, it took me some time into the process to adjust as I was very anxious. By this time, I was able to ask more questions and probe and the participants were cooperative and responsive all through the process.

#### **6.4. CONCLUDING REMARK**

Unemployment is a significant problem in South Africa. The country has more unemployed young people with some of them with qualifications, but struggling to find work. The ecological theory was used in this study to highlight the role of external factors in accounting for youth unemployment. This approach, therefore, offers an integrative description, emphasising the relationship between the individual, community and societal factors. Additionally, findings from this study further implied that youth unemployment needs to be understood as being entrenched in society that has poor economic growth. There is a need to grow economy to create job opportunities for the youth.

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## **APPENDICES**

### **APPENDIX: 1**

#### **INTERVIEW SCHEDULE**

**Title of the study:** Soweto Township youth experience of unemployment

**Date:**

#### **PART 1**

**Name**.....

**Age**.....

.

**Gender**.....

#### **PART 2**

1. Tell me about yourself and how long you have been unemployed?

2. How does unemployment affect you?

3. What is your attitude toward youth unemployment?

4. How are you coping with unemployment?

5. What do you think is the role of the community in addressing the youth unemployment in South Africa?

**APPENDIX: 2**  
**INFORMED CONSENT**  
**DEPARTMENT OF PSYCHOLOGY**

Ref/ Verw: Mr F.Z. Simelane  
Tel nr: (012) 429 4438  
Fax: (012) 4293414  
E-Mail: simelfz@unisa.ac.za

**Researcher:** Georgina Oluwayemisi Messigah (MA in Research Psychology student) University of South Africa

Dear Participant,

My name is Georgina Messigah, and I am researching a topic entitled “Soweto youth experience of unemployment”. The study aims to understand the effects of unemployment on the youth of Rockville in Soweto and how the situation is dealt with.

Participation is voluntary, and you are requested to take part in an interview, which will be recorded. The conduct of the interview will take between 45minutes and an hour, and there might be a need for a follow-up interview. You may discontinue the interview at any point or skip questions that you feel uncomfortable to answer.

All information is strictly confidential and will be used for research purposes. Data that may be reported in scientific journals and my dissertation will not include any personal information which could identify you as a participant in the interview.

Thank you for your cooperation

Yours sincerely

---

**Georgina Messigah**

I \_\_\_\_\_ certify that I have read the consent form and volunteered to participate in this interview.

Signed ..... at ..... (Place) on.....  
(Date)

### **INFORMATION CHECKLIST**

I, the participant, confirm that (please tick box as appropriate):

1	I have read and understood the information about the project, as provided in the information sheet dated.....	
2	I have been given the opportunity to ask questions about the project and my participation.	
3	I voluntarily agree to participate in the project	
4	I understand I can withdraw at any time without giving reasons and that I will not be penalized for withdrawing nor will be questioned on why I have withdrawn.	
5	The procedures regarding confidentiality have been clearly explained (e.g. use of names, pseudonyms, anonymisation of data, etc.) to me.	



6	The use of data in research, publications, sharing and archiving has been explained to me.	
7	I understand that other researchers will have access to this data only if they agree to preserve the confidentiality of the data and if they agree to the terms, I have specified in this form	

8	I, along with the Researcher, agree to sign and date this informed consent form.	
---	--	--

I \_\_\_\_\_ certify that I have read the consent form and volunteer to participate in this interview.

Signed at \_\_\_\_\_ (Place) on \_\_\_\_\_ (Date)\_\_\_\_\_


Researcher:

\_\_\_\_\_  
Name

\_\_\_\_\_  
Signature/Date

## APPENDIX: 3

### ETHICAL CLEARANCE



**Ethical Clearance for M/Ed students: Research on human participants**

The Ethics Committee of the Department of Psychology at Unisa has evaluated the research proposed for a Higher Degree in Psychology in light of appropriate ethical requirements, with special reference to the requirements of the Code of Conduct for Psychologists of the HPCSA and the Code Policy on Research Ethics.

**Student Name:** M O Chanyemwa      **Student No.:** 21042007

**Supervisor:** M P Z. Mkhabela      **Address:** Dept. of Psychology, Unisa


**Title of project:**

**Prevalence of Depression amongst Unemployed Youth of Soweto Township in South Africa.**

This proposal was evaluated for adherence to appropriate ethical standards as required by the Psychology Department of Unisa. The application was approved by the Ethics Committee of the Department of Psychology on the understanding that –

- All ethical requirements regarding informed consent, the right to withdraw from the study, the protection of participant's privacy and confidentiality of the information will be met to the satisfaction of the supervisor.

**Signed:**



(Prof. M P Z. Mkhabela)  
[For the Ethics Committee  
Department of Psychology, Unisa.]

Date: 2008/03/04

**The proposed research may not commence until the principal states:**

- (1) The researcher will ensure that the research project adheres to the values and principles represented in the CODEX (Psychology Research Ethics).
- (2) Any written circumstances relating to the conducting of the research project that is relevant to the researcher of the ethics, as well as changes in the methodology, should be communicated in writing to the Psychology Department Ethics Review Committee for extended registration should the submitted if there are substantial changes from the existing proposal, especially if those changes affect any of the study-related values for the research participants.
- (3) The researcher will ensure that the research project adheres to any applicable national legislation, professional codes of conduct, institutional policies and ethical standards relevant to the specific field of study.

Please note that research where participants are drawn from Unisa staff, students or the same requires permission from the Unisa Research and Innovation Committee (URIC) before the research commences.

#### APPENDIX 4:

#### PICTURES OF YOUTH



Source: [www.google.com](http://www.google.com)



Source: [www.google.com](http://www.google.com)



Source: [www.google.com](http://www.google.com)



Source: [www.google.com](http://www.google.com)



Source: [www.google.com](http://www.google.com)

## **APPENDIX: 5 TRANSCRIPT**

### **Interview 1: Male Participant**

**Interviewer:** Thank you for taking your time to participate in this study ‘Experience of depression amongst unemployed youth of Soweto Township in South Africa’. Please, you are free to stop me and ask any questions again anytime that you do not understand during the interview and I will explain until you can understand.

**Respondent:** Thank you very much for having me.

**Interviewer:** Please, how long have you been unemployed?

**Respondent:** Well, if I can remember currently it has been four years.

**Interviewer:** Have you worked before?

**Respondent:** Yes I have worked before... and later stopped the work.

**Interviewer:** What sort of job is that?

**Respondent:** After I graduated I worked for six months as a bartender in a restaurant but it was not really encouraging for expenses but it something I could get fast then because of the situation on ground.

**Interviewer:** What sort of situation on ground are you referring to?

**Respondent:** No job

**Interviewer:** Are you looking for a job?

**Respondent:** Yes I am very much looking for a job. Ermmm.... and with my certificate I think I can still get a better job than the bartender one.

**Interviewer:** How do you spend your normal day?

**Respondent:** Well, with unemployment I spend my day with friends, sleep, ermm... eat, drink and party as nothing doing now.

**Interviewer:** How do you feel been unemployed?

**Respondent:** I feel uneasy with myself reason because am a man and I belief I should be able to take care of my loved ones and my mother is doing a great job taking care of me and my younger ones.. Hmm... Sometimes I feel for her because I am unable to assist her in everything she does.

**Interviewer:** Does unemployment affect the way you see yourself?

**Respondent:** As a matter of fact, Yes. And like I said as a man I should be able to take care of my younger ones and Eishh!!...That affects me a lot because we all have to depend on mother for everything which makes me unhappy because I know how hard she works to get us to where we are now especially myself. She works two jobs to make sure I finish schooling and now after all that no job.... So I see myself as less a man. I hope you understand what I am saying?

**Interviewer:** I do understand. How do you cope with unemployment?

**Respondent:** Uhmmm... like I said my mother is all we have and with her encouragement that I will get to my plans and goals... uhmm the advise that I get from some good friends and little tips I get from my uncle helps me cope a little bit... uhmm, you know that helps me buy some things myself without going to ask my mother for everything I need which makes me unhappy, sad and depressed. Hmmm, you know... as a man of the house and the eldest I am beyond that age to be asking my mother. I am the person to be taking care of my mama for her to be happy but no job.

**Interviewer:** What do you think about youth unemployment?

**Respondent:** uhmm... what I feel about youth unemployment with the perspective and way of my own life. I can easily say it will be the same thing for other youth without a job. Because it is not encouraging in the essence that uhmmm, uhmmm... it is not helping and it also divert people's attention. You know when you are idle not having anything to do, different ideas comes to mind.

**Interviewer:** What kind of ideas are you referring to?

**Respondent:** Bad influences from friends come in and are things you know are you are not meant to do... if you know what I mean like fighting and all

**Interviewer:** What kind of support do you need?

**Respondent:** Sigh....Well the support we need neh, which I believe and I am sure we need sisi. Is for our leaders and government to please provide job opportunities so youth can easily get jobs to do... After going to school job opportunity is the last thing for us to be worried about. So my point is if government helps with jobs youth will focus more on their aims and objectives. Government please give youth jobs so that roaming and drinking on the street here will stop and fighting....Stealing as a matter of fact is from there... you wake up in the morning and no work to run to and what next do you expect? People will start misbehaving and it is not encouraging....So government must please help us the youth with job opportunities to help improve the situation of the country.

**Interviewer:** What sort of support do you receive from the community as a whole?

**Respondent:** Laugh.... Like I said before there is no job opportunity so what can the community do? I will not say I receive anything encouraging...anything from community; the leaders in the community must look out for way out to reduce criminal activities and give job so that everyone can count on something you know... so the leader must find a way for us because job opportunity is my own side of reason... uhmm because youth are desperate to do anything job. Because personally I can do anything to help my family so leader should do something. Uhmm...yeah

**Interviewer:** Do you think government providing job will make a lot of youth more serious with life?

**Respondent:** Yes...I belief, I belief if government must provide jobs it will really really help a lot. So no plenty of partying and hanging with friends, causing nuisance and doing some things that not honouring for a child or someone who come from a good family.. Government must help because the situation is beyond our powers...uhmm job opportunity will do a lot of good to the country... You must eat job will let you eat so that there won't be stealing and me I belief everybody wants good in life and better because myself I know me I am hardworking.. I can do any work because I am determined and focus to help my family and impact to the society

**Interviewer:** What is the attitude of youths toward unemployment?

**Respondent:** It is an individual thing and cannot say for all

**Interviewer:** Thank you so much for your time I really appreciate it

**Respondent:** Yes... Thanks too for having me

## **Interview 2: Female Participant**

**Interviewer:** Thank you for taking your time to participate in this study 'Experience of depression amongst unemployed youth of Soweto Township in South Africa'. Please, you are free to stop me and ask any questions again anytime that you do not understand during the interview and I will explain until you can understand.

**Respondent:** Yes ma

**Interviewer:** So since when have you been unemployed?

**Respondent:** uhmmm... I have not gotten employment for three and half years now

**Interviewer:** Are presently in search for a job?

**Respondent:** Laugh.... Yes I want job

**Interviewer:** What steps have you been taken since you want a job?



**Respondent:** I check papers and also go to some companies I know to give my CV around.

**Interviewer:** Do you take other steps apart from going to companies to drop your CV?

**Respondent:** No, I do just that

**Interviewer:** How do you spend your normal day?

**Respondent:** hmmm...uhmmm, I spend my day in the house and sometimes I go out to play and I sleep.

**Interviewer:** You say you play and sleep, what other things do you do apart from playing and sleeping?

**Respondent:** That is exactly what I do most of the time and I also clean a lot...

**Interviewer:** But have you ever worked before?

**Respondent:** Yebo... I have worked in past

**Interviewer:** Where were you working?

**Respondent:** I work neh as a cleaner in one company around that Orland West close to the Stadium not too far from there

**Interviewer:** Are presently looking for a job?

**Respondent:** Laugh.... Yes I want job

**Interviewer:** How does unemployment makes you feel?

**Respondent:** See, for unemployment I feel sad, very very unhappy everyday because no job to go to.

**Interviewer:** In what way do you feel unhappy?

**Respondent:** I look lazy to myself so I am unhappy

**Interviewer:** Does unemployment affect how you see yourself?

**Respondent:** uhmmm I see myself to be failure..... I see myself as poor and sick

**Interviewer:** Can you please explain why you see yourself to be failure, poor and sick?

**Respondent:** Yes I am poor because no money and no job to do things for me as I want to... And it affect and disturb the way me I see myself every day. So it not make me see myself normal and to be okay.

**Interviewer:** Do you stay alone?

**Respondent:** Yoh! No, I stay with my mother and stepfather and two sisters

**Interviewer:** Are your sisters working?

**Respondent:** Yes

**Interviewer:** Does that mean you are the only one unemployed in the house?

**Respondent:** Yes

**Interviewer:** How do you cope with the fact that you are the only one unemployed?

**Respondent:** Hey.... I cope everyday by managing myself but wena it is difficult to cope and things don't happen as you want it to be. So it is hard to cope with no job... But at times I try not worry too much about it so I go to my friend so that I will not think and we go to clubbing... My mother also pray for me and encourage me that everything will fine because sometimes I feel like I am a waste and failure so it is difficult to cope.... But my family and friends helps me a bit.

**Interviewer:** Do you get support from families and friends?

**Respondent:** Yebo {Yes}

**Interviewer:** What sort of support do you get from them?

**Respondent:** Eishh..... Sometimes money and food... Laugh

**Interviewer:** Do get satisfied with the support?

**Respondent:** What can I do?

**Interviewer:** Does it mean you are not satisfied with it?

**Respondent:** No

**Interviewer:** How often do you get support from families?

**Respondent:** Yoh... Not many times just once in a while they give me money to buy thing that I want to buy and sometimes I beg them for long before I get money from them.

**Interviewer:** What do you think about youth unemployment?

**Respondent:** hmmm.... Pause... many youth here in makapane both boys and girls on the sroard no job and nothing to do... Youth unemployment eishh is very bad and not good at all. I think youth uhmmm, must not be in the back but we are back

**Interviewer:** Can you please explain what you mean by youth in the back?

**Respondent:** Yes... youth is supposed to do well in the society but many of the youth are backward and not shinning because there is no job for us to do... Too many youth fighting on the street... too many stealing and too many youth killing on the street around here because of no job. So youth are in the back in the society now.

**Interviewer:** What kind of support do you need?

**Respondent:** Support I need is from the president and from community... The government should support the youth with plenty work because there is suffering, suffering is too much. Government should please help so that the suffering to stop with the youth in Soweto.

**Interviewer:** What kind of job do you think the government should support the youth with?

**Respondent:** My sister any kind of job here we will do it live a good life

**Interviewer:** What kind of support do you receive from the community?

**Respondent:** No support from the community

**Interviewer:** I mean do you get any form of help or assistance from the people in the community here?

**Respondent:** No help from the community but I want the leaders in our community to help us communicate with the government, to get job so that we must live well because this unemployment is very bad. So that stealing and fighting will stop, we will go to work and come back happy... Take care of my family and we will be able to fight for the community... And also fight for the leaders too and brother and sisters.

**Interviewer:** Do you have any question?

**Respondent:** No

**Interviewer:** Thank you for your time

**Respondent:** Thank

### **Interview 3: Female Participant**

**22/08/2016**

**Interviewer:** Thank you for taking your time to participate in this study 'Experience of depression amongst unemployed youth of Soweto Township in South Africa'. Please, you are free to stop me and ask any questions again at anytime that you do not understand during the interview and I will explain until you can understand

**Respondent:** Okay

**Interviewer:** Have you worked before?

**Respondent:** hmm my sister neh... I have worked before with Anglo America and I stopped the work myself and now I am not happy and regretting it now. That time neh I worked as office assistance with them

**Interviewer:** Why did you stop the work?

**Respondent:** Eishh... Askis (Sorry)... [Pause] I was a fool

**Interviewer:** Can you tell me why you called yourself a fool?

**Respondent:** Yoh! I don't have time to go out and party with my friends because they go out so much and I see it so I want to join them too. So to go and drink and enjoy I stop working.

**Interviewer:** Oh Okay... since you lost that job are you looking for another job?

**Respondent:** Yes I am now looking for job every time

**Interviewer:** How long have you been unemployed?

**Respondent:** Almost four years now... I think in seven months it will be four years now

**Interviewer:** How do you spend your normal day?

**Respondent:** I spend my normal day quiet in the house... Sometimes I watch television and sleep in quiet in my room and do wool

**Interviewer:** Do you stay alone?

**Respondent:** Yes

**Interviewer:** Who is taking care of you since you stay alone and no job?

**Respondent:** I have one daughter. The father of my daughter help me every month and my family

**Interviewer:** Apart from your daughter father do you get any other help?

**Respondent:** Yes

**Interviewer:** Where else do you get support?

**Respondent:** My family helps and talks to be to me positive

**Interviewer:** How often do you get their support?

**Respondent:** Not all the time I get support from family but they help me when I call them

**Interviewer:** How do you feel been unemployed?

**Respondent:** Yoh! I feel like fool every time sister. Every time I feel it is my problem because I caused everything by my hand and it worries me a lot. Going to four years now yoh! Wena it is very bad for me about it

**Interviewer:** Does unemployment affect the way you see yourself?

**Respondent:** Yoh! Very much it affects me. You see my friends now go to work and even my little brother now goes to work. Every time I think a lot and sometimes I cry because of my mistake affect me now because I cannot do plenty of things for me

**Interviewer:** Things like what please?

**Response:** Smiles... Clothes, shoes, good phones and everything that I wish to have for myself. As you see it now this phone is not very good and I cannot do even lay-by for anything because of no income for me

**Interviewer:** Do you get support from some of your friends that now work?

**Respondent:** Eishh... People like their self too much

**Interviewer:** Could you explain what you meant by "People like their self too much" please?

**Respondent:** Yoh! Many of the friends I have don't like to help but yoh! Calling me for booze and party too much. Complaining no money but money is there for alcohol but not to give to buy. So I must say no support from friends... [Laugh]

**Interviewer:** How do your peers sees you?

**Respondent:** Uhhh... Peers?

**Interviewer:** I mean how do your friends see you?

**Respondent:** Sigh... I must be truthful, I don't know but I always see myself different

**Interviewer:** Why do you see yourself different?

**Respondent:** Aibo!!... No employment so yes I am different.

**Interviewer:** How do you cope with unemployment?

**Respondent:** I like to knit wool... [Smiles] so I do small bag sometimes when I have money, and must sell to some people around here R20... But hard when there is no money and no person to give. And sometimes neh I feel sick because of it

**Interviewer:** What sort of sickness do you feel?

**Respondent:** I feel pain in the chest and headache. And the doctor told me thinking is too much for my body that I must try and be calm for good health.

**Interviewer:** Does the doctors advice made you stop thinking about your unemployed status?

**Respondent:** No I still think and feel depressed because of it. I cannot take it off my mind totally

**Interviewer:** Is there any kind of support you receive from the community?

**Respondent:** Uhhmm... No support from community

**Interviewer:** What do you think about youth unemployment?

**Respondent:** Yoh! Youth unemployment is too much everywhere youth and no job. It is a very bad thing in South Africa. In Soweto here see youth everywhere in the morning, afternoon, night. See neh plenty youth are suffering because of no job, some even sleep on the street down there... My own is better because I don't live on the street... I thank God but youth unemployment is not good and too much here. You know plenty youth kill on the street because of money every night... It is not good

**Interviewer:** What sort of support do you need as a youth?

**Respondent:** I know the support I need now is job because job is my worry

**Interviewer:** Thank you very much for your responses

**Respondent:** Welcome

**Interviewer:** Do you have any question?

**Respondent:** No... Tired [Laugh]

#### **Interview 4: Male Participant**

**Interviewer:** Thank you for taking your time to participate in this study 'Experience of depression amongst unemployed youth of Soweto Township in South Africa'. Please, you are free to stop me and ask any questions again at anytime that you do not understand during the interview and I will explain until you can understand.

**Respondent:** No Problem

**Interviewer:** Good... What do you think about youth unemployment?

**Respondent:** Hmmm... Youth unemployment I must say is now a disease everywhere.

**Interviewer:** What do you mean by disease?

**Respondent:** Yes I must say it is a disease because plenty youth is worried and thinking and also unhappy neh because of the situation... And because of a lot of young boys and girls like me are sick and tired because of no job available... So I must tell you it is a disease that is affecting mental state of me.

**Interviewer:** Okay! How long have you been unemployed?

**Respondent:** Hmmm... Serious sis I must say the truth that I have no job for six years past now

**Interviewer:** Have you worked before?

**Respondent:** I would really say No...

**Interviewer:** Can you explain to me the reason you said “I would really say No”?

**Respondent:** Yes I will... Helping my brother to sell in his shop, me can't call it a job my sister because I am a graduate with certificate so selling in his job is not a job I want for myself.

**Interviewer:** Okay sir. What did you study?

**Respondent:** [Smile] Business Administration is what I study (**studied**)... You see and nothing to do now for me that I must live fine.

**Interviewer:** Are you looking for a job?

**Respondent:** Seriously!! I am always putting hear down to hear any opportunity... I tell my friends that work to please get me job in their place of work every time. We are five in my group of friend and it is me alone that has no job... One even got a job in January and the sister helps him get in a construction company. But I don't have luck yet to get any job.

**Interviewer:** You don't have luck yet?

**Respondent:** Yes... I told you that my friends all are working now. Me I have attended interview for different jobs but no luck... and nobody to help me like my friend sister but I told him to help tell the sister.

**Interviewer:** Are you thinking of getting another degree for better job opportunities?

**Respondent:** Uhhh, for now I can't say because no money to further any education. If I have a job I can think of it but not now. Serious it is a very good thing to do if there is money and job

**Interviewer:** How do you spend your normal day?

**Respondent:** I like to read novels and every day I check this site Career 24 and sometimes sleep a lot and eat... You see how big my belly [Laugh]... because of sleeping and eating, alcohol

**Interviewer:** How do you feel been unemployed?

**Respondent:** See wena (**You**) I don't think anybody is happy without a job. But let me speak for me. I don't feel good and impressed of myself because of the situation... Now neh I have a three years old son and my girlfriend family is taking care of him... For me it is not a responsible way for a man to live... So I feel unhappy and psychological down any time I remember my son and the mother... I just try to smile to cover the sadness if I see people... [Sigh]... I can't buy good things for my son like shoes and clothes.

**Interviewer:** Does it affect how you see yourself?

**Respondent:** Hmmm yes... Sometimes I see myself as failure and not a strong man. I ask myself if I did something bad.

**Interviewer:** How do you handle these negative feelings?

**Respondent:** When in this position, it is hard... But I said before I try to smile if people are around me... uhhh, and also hope for good

**Interviewer:** Do you stay alone?

**Respondent:** No

**Interviewer:** Who is taking care of you?

**Respondent:** I stay with my father's brother (Uncle) he is like my father because my father died ten years ago. So he takes care of me to an extent because I must say he is really trying. He has family and taking care of grown up man like me.

**Interviewer:** How often do you get support from families?

**Respondent:** Uhhmm... I don't really get good support from my family. Except one of my aunty in Mpumalanga Yoh! She gives me little change to buy things if I call her for help anytime she gets angry

**Interviewer:** Why is she always angry when you ask for help?

**Respondent:** I must say she is always angry neh because I don't have a job and says all the time that I'm brilliant but why no job for me.

**Interviewer:** Do you get any form of support from your friends?

**Respondent:** Well.... Uhhmm, Yes!

**Interviewer:** What kind of support do you get?

**Respondent:** They encourage me very well that everything will be fine so it is a form of support... [Laugh]

**Interviewer:** How do you cope with unemployment?

**Respondent:** I am trying to be strong about the situation of unemployment. Because there are a lot of people like me that are unemployed [Pause]... I am not trying to make myself feel good or better but that is the truth.

**Interviewer:** Good...What kind of support do you need here in Soweto?

**Respondent:** The support I want is if jobs can be provided for me and youth out there. It will be sharp.

**Interviewer:** Do you receive any form of support from the community?

**Respondent:** Yoh! Laughter... Community is struggling also so no support from them. You can support when you have enough.

**Interviewer:** Can you explain what you mean?

**Respondent:** Yes I can't help when I don't have plenty.

**Interviewer:** Do you have any question?

**Respondent:** I don't have anything to say... Very sharp neh.

**Interviewer:** Thank you for your time



**Respondent:** Yes

### **Interview 5: Male Participant**

**Interviewer:** Thank you for taking your time to participate in this study ‘Experience of depression amongst unemployed youth of Soweto Township in South Africa’. Please, you are free to stop me and ask any questions again at anytime that you do not understand during the interview and I will explain until you can understand.

**Respondent:** Sure!

**Interviewer:** Have you worked before?

**Respondent:** No... Since I finished diploma course in human resources no work yet...

**Interviewer:** Are you thinking of getting another degree for better job opportunity?

**Respondent:** Pause... Not in my agenda

**Interviewer:** How long have you been unemployed?

**Respondent:** Three years

**Interviewer:** Are you looking for a job?

**Respondent:** Yes and No [Smile]

**Interviewer:** Can you explain to me why you answered yes and No please?

**Respondent:** Yes! Because no job... I must not disturb myself too much for it because some days I send out my CV if I want to but recently I have not send or give out any.... Let me tell you the ones I have sent or give people, I didn't not get any reply or phone call from them... So why must I disturb myself too much because of it.

**Interviewer:** Do you stay alone or with someone?

**Respondent:** Yes alone...

**Interviewer:** Who is taking care of you since you stay alone and no job?

**Respondent:** I take care of myself and help and support from family too

**Interviewer:** How often do you get support from your family?

**Respondent:** Every time I want something they must provide it... So I don't worry too much for job

**Interviewer:** Oh OK... How do you spend your normal day?

**Respondent:** Normal day?

**Interviewer:** Yes... I mean how do you spend each day?

**Respondent:** I sleep late because I maybe out with friends in clubs or pub so in the morning, I wake very late 11a.m even 12 in the noon. Eat, drink, play music and go to see some of my friends, we take a walk and chase girls around until night and it is like everyday thing... also call my girlfriend to come to my place and keep my company and sometimes her friends too come with her

**Interviewer:** Is your girlfriend not working?

**Respondent:** No... She is still in school now

**Interviewer:** Does unemployment has an effect on how you spend your time?

**Respondent:** Laugh... I must say yes

**Interviewer:** Can you explain better?

**Respondent:** You see mama... The truth is I have a job I will know that I must wake up early to work and not sleeping very late. Instead of wasting time walking around the street.... although it is fun to have plenty of time for plenty of enjoyment.

**Interviewer:** How do you feel been unemployed?

**Respondent:** Like my answer before I don't worry because I am unemployed... My family provide for me. So I feel normal

**Interviewer:** Do you get any form of negative comment from people around you as a result of unemployment?

**Respondent:** Yes

**Interviewer:** What sort of comment is that?

**Respondent:** Wow! One time like that two of my friends called me "a waste of semen" in public... Yoh! That I am useless and proud because I have family that takes care of me.

**Interviewer:** How does that makes you feel?

**Respondent:** It makes me feel bad and stupid... I don't talk with them again because I almost stabbed them neh that day... Yoh! I feel so sad and depressed any time I remember.

**Interviewer:** How do you cope with unemployment?

**Respondent:** Like my answer before I not worried so I cope fine

**Interviewer:** Is there a particular thing you do that makes you cope fine?

**Respondent:** Listen to music when I am bored, drink and uhmmm also watch soccer to feel cool

**Interviewer:** What do you think about youth unemployment?

**Respondent:** Youth unemployment is like everywhere in the world so I can't think of anything

**Interviewer:** What kind of support do you need?

**Respondent:** I get my family support, so it is okay for me

**Interviewer:** Do you get any support from the people around you?

**Respondent:** No...

**Interviewer:** You mean you don't get any support from the community?

**Respondent:** What support?

**Interviewer:** Any support you can think of regarding unemployment?

**Respondent:** No we are living our lives

**Interviewer:** Do you have any idea on job creation for youth?

**Respondent:** That is the work of the government

**Interviewer:** You said it is the work of government, can you elaborate on that?

**Respondent:** if government wants this place to be better for youth then they should do something about it

**Interviewer:** Do you have any question to ask?

**Respondent:** No madam

**Interviewer:** Thank you very much for taking part in this study

**Respondent:** My pleasure

### **Interview 6: Female Participant**

**Interviewer:** Thank you for taking your time to participate in this study ‘Experience of depression amongst unemployed youth of Soweto Township in South Africa’. Please, you are free to stop me and ask any questions again at anytime that you do not understand during the interview and I will explain until you can understand.

**Respondent:** Okay ma

**Interviewer:** Please may I know how long have you been unemployed?

**Respondent:** Four years now I have been unemployed?

**Interviewer:** Have you been looking out for jobs?

**Respondent:** Yes I am looking for a job

**Interviewer:** What kind of job are you looking for?

**Respondent:** Any kind of job that can give me enough money to take care of myself and my child is fine. Because I can’t select a job when I don’t have one

**Interviewer:** Have you worked before?

**Respondent:** Yes immediately after I concluded my Matric like then, I got Sales Job but after like 7months the owner of the place said she wanted to travel... So I stopped the work.

**Interviewer:** Have you thought of getting another degree after your Matric for better job opportunities?

**Respondent:** Yes... Some of my friends are doing different types of degrees. I know like six of my friends like that... I wish I can too but there is no money to attend school. So if I can get now eishh I can sponsor myself because I must say nobody will help money for school for me now... Because my family is a managing family (**they are managing**)...

**Interviewer:** Who is taking care of you?

**Respondent:** My mother is taking care of me

**Interviewer:** Do you and your child stay with your mother?

**Respondent:** Yes... My mother is doing most of everything and I don’t like it [Sigh]... The father of my child must take care of us but he is not with job too and he is not even acting responsible for me and the child.

**Interviewer:** How do you feel knowing your mother is doing everything for you and the child?

**Respondent:** Yoh! It makes me hunger for job... so that the stress will stop on her alone every time because sometimes she gets angry and abuse.

**Interviewer:** What get your mother angry?

**Respondent:** Pause... Yoh! I don’t know

**Interviewer:** How do you spend your normal day?

**Respondent:** See... I wake in the morning, clean the house and cook because my mother will go to her job. I take care of my child and sometimes wash the dirty clothes of my mother... I do everything to make her happy and not complain but sometimes I sleep or think a lot and become sober and weak ... [Pause]... It is difficult for me some days but I try to be strong and not sick because of my child.

**Interviewer:** Does unemployment affect the way you spend your day?

**Respondent:** Pause... Serious, I don't really know my friend but I Can also say yes because I do the same thing every day.

**Interviewer:** Is that the only thing you do every day?

**Respondent:** That is what I do most of the time in the house

**Interviewer:** How do you feel been unemployed?

**Respondent:** I feel bad for myself because it is difficult for me to assist my mother and take proper care of my child.... Look it is hard and not a good feeling when you see your friends doing good for themselves and you don't have anything... I cannot take care of myself the way I want.

**Interviewer:** Does unemployment affect how you see yourself?

**Respondent:** Yes...

**Interviewer:** Can you please explain how?

**Respondent:** See neh... I see myself as weak and loser. Sometimes I want to call my friends but I just stop because I don't feel good of myself and I just keep to myself.

**Interviewer:** Why don't you feel good about yourself?

**Respondent:** Because of my friends

**Interviewer:** Do your peers see you differently because you're unemployed?

**Respondent:** Pause...

**Interviewer:** Okay...You can take your time to talk

**Respondent:** Oh well! I don't think they see me as there friend because some of them don't even call me again... Even if I bass when I want to say hello... I don't see any call back. I think they see me as different now... But sometime I try not to worry too about it when I miss them... It can be emotional stressful and mental stress for me

**Interviewer:** When you are stressed what do you do?

**Respondent:** Eat and I drink so that I can sleep so when I am done with sleep I feel a little relaxed?

**Interviewer:** Do you get support from any family member?

**Respondent:** No, I don't get any support my only support is my mama even my father do not help my mother

**Interviewer:** Why is your father not supporting you and your mother?

**Respondent:** He is stupid! Married another woman and living with her so he don't care for me and my mother... not even a call because we don't have his number to even call him

**Interviewer:** How do you cope with unemployment?

**Respondent:** I am coping in a way because I don't have a choice now that no job. I cannot kill myself because of unemployment. Even though I hear some people commit suicide because no money... I cannot do it [Laugh]... I am alive so job can come today and I am ready for it anytime and it will make me excited [Big Smile].

**Interviewer:** Do you get any negative comments from people around you because you are unemployed?

**Respondent:** Hahahaha... Yes

**Interviewer:** What kind of negative comments do you get?

**Respondent:** People will say are you not looking for work? Are you not tired of staying at home? You should go out look for job blablabla... And some of these people their children too are at home without a job you know... Eishh... just to make you feel bad and angry and it is a bit uncomfortable.

**Interviewer:** How do you handle such comments?

**Respondent:** I tell them to bring the job since they want me to work neh... Sometimes I curse the person to mind their business and shut up... Yoh! Shut up. It is not your business with my life and I don't beg from you so you must mind your business and face your family... Am I not saying the truth wena (**You**)...? It is the truth

**Interviewer:** I get your point... So what do you think about youth unemployment?

**Respondent:** Hmmm... Youth unemployment is a serious issue in Soweto and I think in South Africa. Look many youth are on the street of Soweto frustrated, tired, fighting, stealing because of unemployment. As a lady too I think of bad things to do that can make me get money to take care of my self... Serious!

**Interviewer:** What sort of bad things do you think about?

**Respondent:** To be serious you are a lady and I am also a lady neh... Sometimes you think of things to do that is bad just for you to be happy... I have male friends that call me on the phone to come and have sex with them and pay me... Girls and boys go to see Madala and Magogo for cash (**Older Men and Women**). They don't want to date me or take responsibility of me... It is my body that will give me the money so sometimes get tempted to do it. So youth unemployment is a very serious issue that don't give many youth a stable life

**Interviewer:** What kind of support do you need?

**Respondent:** I need job and financial support to help take care of myself and child and also to enable me enrol for another degree Public relations to better chances of getting a good job... But my mother

supports me and the child but I want to support back for her to be happy... So financial help and employment will do it for me too well because that is what I need to be happy with my life... If the people creating job are truly here in Soweto they must work hard for employment for young people like me.

**Interviewer:** What kind of support do you receive from the community?

**Respondent:** I don't receive so much support from the community but some good people will say if we see any opportunity we will let you know neh...

**Interviewer:** How does such comment about giving you information about job an opportunity makes you feel?

**Respondent:** Wow! And that gives me happiness when I hear that from them in the environment.

**Interviewer:** Does that motivate you more to look for job and become employed?

**Respondent:** Of course it does

**Interviewer:** Do you have any question for me to answer?

**Respondent:** No

**Interviewer:** Thank you very much

### **Interview 7: Female Participant**

**Interviewer:** Thank you for taking your time to participate in this study 'Experience of depression amongst unemployed youth of Soweto Township in South Africa'. Please, you are free to stop me and ask any questions again at anytime that you do not understand during the interview and I will explain until you can understand.

**Respondent:** Sharp

**Interviewer:** Can you tell me if you have worked before?

**Respondent:** Since I completed my degree three and half years ago in Turfloop Limpopo, I still have no job

**Interviewer:** So you have never worked before

**Respondent:** Yes

**Interviewer:** How long have you been unemployed?

**Respondent:** Today is three years and this month is making it three years and four months

**Interviewer:** What degree do you completed in Limpopo?

**Respondent:** Human resources management

**Interviewer:** Are you looking for job?

**Respondent:** Oh yes sister. I have sent my CV to different places that I cannot think right now

**Interviewer:** Have you ever received any response from places you sent your CV to?

**Respondent:** No, I don't know if I am not good enough or people are too many for the job to pick me or they say "We are sorry to inform you" messages like such

**Interviewer:** Okay, when you get such messages. How do you handle them?

**Respondent:** As normal I feel worried that I failed that opportunity again

**Interviewer:** Are you thinking of getting another degree for chances of better job opportunity?

**Respondent:** Exactly, look just telling my aunty that I want to do my honours so that I can have something to do since no job for me to do now or learn to make hair.

**Interviewer:** Okay. So how do you spend your regular day?

**Respondent:** Hmmm, my regular day is the same. I wake in the morning and clean the rooms, cook my food and eat, sleep, go out to see friends sometimes. But it is like the same thing only if I go church on Sunday... Now I know that I sleep a lot and some people are telling me that I am growing too fat now

**Interviewer:** Do you stay alone?

**Respondent:** No, I stay with my father and mother and they are the one taking care of me... [Laugh] I wish to get a job this moment and start taking care of them, buy food in the house and make them very happy. Yoh! My parents are nice and understanding.

**Interviewer:** How do you feel been unemployed?

**Respondent:** I feel too much pressure for myself and that makes me too sad... very sad!! I cannot buy things for myself.... you see I am a lady and must look clean and good but no money to take care of myself how I want... so unemployment gives me too much of sadness and pressure. So it is hard!

**Interviewer:** Does unemployment affect how you see yourself?



**Respondent:** To speak it out, I feel low in my courage and confidence level because unemployment makes me see myself as lazy, weak and not like a strong lady. Why I must think like that is because it is frustrating after school I didn't expect not to have a job for this long time... So it depresses my mood sometimes that it's hard for me to leave the house...

**Interviewer:** How do you cope with unemployment?

**Respondent:** It is not easy to cope with unemployment [Laugh] but I'm still handling it with the support of my parents, family and friends and also my boyfriend... I am still trying to be strong to cope with unemployment

**Interviewer:** How often do you get support from your family?

**Respondent:** Well, like my aunty in Jozi... anytime I call her to assist me, she will send me money through e-wallet or ask me to come to Jozi... She tries for me a lot [Long Laugh].

**Interviewer:** Do you always get support from your friends too?

**Respondent:** I don't get money from my friends but some of them encourages me and believe in me because that is what they tell me... it makes me very hopeful

**Interviewer:** How do your friends see you as you are unemployed?

**Respondent:** I don't have too many friends so the friends I have around me see me the same even though some of them have job and some of them are unemployed like me too... We see ourselves as the same and one... At times some come to my house to play with me and we talk about so many things together and we are happy with ourselves...

**Interviewer:** Do you get any form of negative comment from people around because you don't have a job?

**Respondent:** Uhmhhh, No! Even if I feel ashamed because I don't have a job, nobody said negative thing to me about it here... One man in my house works in train station said to me that if there is job vacancy in there company he must tell me first... it is a good comment to hear from him... it is like uhhh my friends too that encourages me so no negative comment for me at all...

**Interviewer:** What is your understanding about youth unemployment?

**Respondent:** Hmmm, youth unemployment needs to be stopped by the government and leaders... if not my sister many youth will be destroyed quickly, dead because stealing and crime on the street of Soweto. As you can see Soweto is very big and youth are everywhere and the problem facing them is unemployment... youth unemployment I must say is causing many young people roaming about the street drinking, collecting bags from people coming back from work in the night... My brother was coming from work early this year and came home angry you see, two boys pointed gun at him at close by Caltex garage, collected his phone and money... See what unemployment is causing around here neh yoh! Yoh!!... Ladies take their bath in the night and say they are going out to look for men that will take care of them... I think unemployment for youth is causing bad things for our community.

**Interviewer:** Is it true that you get different support from the community?

**Respondent:** Support?

**Interviewer:** Yes! Support or any help

**Respondent:** Oh! No I don't get anything except I don't know about it

**Interviewer:** Do you need any form of support in the community?

**Respondent:** I need money support (**financial**) to help assist myself and take care of what I want and need for my personal keep up

**Interviewer:** Do you presently get this support?

**Respondent:** Like my answer before I get support from my parent, family, friend and boyfriend so I must say it is fine for me now... because it is great support what of the people that do not get support from anybody... I still thank God for my own because people still like and support me. Yes I must say I get little financial support from them though not much as I want for me but I'm satisfied

**Interviewer:** Do you receive support from people in the community?

**Respondent:** I don't think so because I cannot think of any community support here

**Interviewer:** What sort of support do you require in the community as an individual?

**Respondent:** The community should find a way to organize youth empowerment programme to help us here in Soweto, reach out to the government to assist young people... Also the community can build factory or something so that a lot of young people must have opportunity to work there and earn for ourselves... Here no job creation people because I have seen about them in the news but nothing is happening that I know of here in Soweto and it is not good for a place like Soweto that is very big like this... such programmes will get many youth busy and after the programme there must be opportunity for job... Look if something like this can be done I am sure a lot of youth that are stealing, use drugs on the street, fighting will reduce... because something will keep them busy rather involving such acts because no job to do

**Interviewer:** Do you have any question to ask or a suggestion?

**Respondent:** No I don't have any question I've said all

**Interviewer:** Thank so much for your time

**Respondent:** You are welcome

### **Interview 8: Female participant**

**Interviewer:** Thank you for taking your time to participate in this study ‘Experience of depression amongst unemployed youth of Soweto Township in South Africa’. Please, you are free to stop me and ask any questions again at anytime that you do not understand during the interview and I will explain until you can understand.

**Respondent:** Okay

**Interviewer:** For how many years have you been unemployed?

**Respondent:** I am unemployed for Two years

**Interviewer:** Since two years have you been looking for a job?

**Respondent:** Yes!

**Interviewer:** Have you worked before?

**Respondent:** No!

**Interviewer:** So how do you spend your normal day?

**Respondent:** I just wake up and do anything comes my way everyday

**Interviewer:** Anything like what do you do?

**Respondent:** I wake up, eat, cook, take care of my six months old son and do other things depend on the day. And watch television a lot [Laugh] and sleep if I am tired of watching the programmes on the

television... Some days I don't know the time is far gone because I am watching interesting programmes on the television

**Interviewer:** How do you feel been unemployed?

**Respondent:** Uhhh... [Pause] weak and unhappy

**Interviewer:** Why do you feel weak and unhappy?

**Respondent:** Because I feel bad

**Interviewer:** May I know why?

**Respondent:** Because I feel useless in the house. All I do is cook, eat and look after my six months old baby. I cannot take care of my child the way I must do as his mother, every time I depend on the father to come home and give us everything that I want to buy for myself and my child... I can't buy the pampers for him I have to wait for to collect money. Anytime I am in that situation. My body feel weak and unhappy about it in this time

**Interviewer:** Do you stay alone?

**Respondent:** No... I stay with my boyfriend the father of my child

**Interviewer:** Does unemployment affect the way you see yourself?

**Respondent:** Yes!

**Interviewer:** In what way does it affect you?

**Respondent:** By feeling in the cage

**Interviewer:** Why?

**Respondent:** I don't know just my way of feeling

**Interviewer:** How do you cope with unemployment?

**Respondent:** Uhhmmm [Pause]... Eishh Please you must say it again

**Interviewer:** Okay... I mean how you cope without a job?

**Respondent:** This is me here breathing and living that is one big joy... I cope by it because it is not easy for me! Do you know what it means not to be like friends that can take care of family and have money in their purse? I want to do those entire things too and rise up from my situation. I feel like committing death (**she means suicide**)... one day I am bleeding after gave birth to my baby and my pad is no one remaining... I cried a lot that day because if there is money I will buy

**Interviewer:** How do your friends see you?

**Respondent:** See me at home?

**Interviewer:** Does your friends see you different from them because you don't have a job?

**Respondent:** I am not the only one jobless in my group of friends [Laugh] But... [Pause]

**Interviewer:** But what?

**Respondent:** I don't know their mind

**Interviewer:** Do you get support from your friend?

**Respondent:** What support?

**Interviewer:** Any form of help or assistance from your friends?

**Respondent:** No [Laugh]

**Interviewer:** Do you get support from your family?

Respondent: Yes!

**Interviewer:** What kind of support do you get?

**Respondent:** They call me to ask of my child and sometimes my mother comes to the house to see the baby because she is not living far... her house is on the other side of the house of my boyfriend...my brother send me airtime, little financial support when he has money because it is only me and my brother are children for my parent

**Interviewer:** What do you feel about youth unemployment?

**Respondent:** Youth unemployment is a poison to the soul

**Interviewer:** Could you please explain what you meant by "Poison to soul"?

**Respondent:** It is killing the happy life of youth... Do you think it is a good thing to see plenty of young people looking for job and nothing to do? No it is not! Do you know how many times I have looked for job and dropped my CV? I got nothing from them until I got pregnant and taking care of baby is my job now... Maybe some people are happy with their life, I don't know but for me I am not happy... The Bible says idle mind is devils work place! When there is no job that is when you think of joining gang, taking weed and drug. You must see a lot of young girls and boys involving in drugs use everywhere. Too much everywhere!

**Interviewer:** What do you suggest about youth unemployment?

**Respondent:** Enough job establishment, job trainings or create a foundation or even a volunteering job that can employ for the youth here to work and show their skills and around South Africa...the only thing it will need is for someone to enrol and it must be for young people not older people in the community...Without any work how can we have any work experience? So the community must come together and think about the young people.

**Interviewer:** What kind of support do you need?

**Respondent:** I just need someone that can help me with a job! Or give me a referral to a company that will make gladden my heart a lot.

**Interviewer:** Do you get any negative comment because you are unemployed?

**Respondent:** Not really... I try to avoid myself from people so that such thing will not happen to me... that is why I stayed in the house most of the time and I also respect myself so much so nothing like that for me now. Though some of my friends will come and say one person said one painful thing to him or her and comparing her to people she does not even know at all

**Interviewer:** What painful things?

**Respondent:** Like fuck you! You don't have a job and doing like a pretty girl... Pretty girls go to work... Bad speeches like that...

**Interviewer:** How do those speeches make you feel?

**Respondent:** I cry and read motivational books to keep my mind strong towards the speech

**Interviewer:** Do the community assist you in any way as a result of unemployment?

**Respondent:** Yes!

**Interviewer:** What sort of assistant is that?

**Respondent:** At least some people in the community tell me to go to a particular place they hear vacancies to drop my CV... And also another time like that the youth leader secretary told me about a vacancy at Engen garage toward the freeway to drop my CV also so it is a good gesture...

**Interviewer:** So getting such information, how does that make you feel?

**Respondent:** Laugh... It a very sweet and kind thing to do for me. It shows some people are watching out for me and I really like it because it didn't make me sad to hear that information

**Interviewer:** Do you have any question or more suggestions about youth unemployment here in Soweto?

**Respondent:** Laugh... No just that I enjoyed my interview

**Interviewer:** I am glad you did and thank you for participating

### **Interview 9: Male Participant**

**Interviewer:** Thank you for taking your time to participate in this study 'Experience of depression amongst unemployed youth of Soweto Township in South Africa'. Please, you are free to stop me and ask any questions again at anytime that you do not understand during the interview and I will explain until you can understand.

Please for how long have you been unemployed?

**Respondent:** Well I have been unemployed for three years but I have worked in a place before for over two years where I lost the job because of my own careless manner

**Interviewer:** What kind of careless manner?

**Respondent:** Then I was too drunk over the weekend and I went to work... But I was given warning to stop it and I did it again and that day, head of supervising was around for inspection and I was caught sleeping and my boss told her I do it all the time and I have been warned not my first time.. So I lost the job at the end of everything.

**Interviewer:** Oh! Are you looking for a job?

**Respondent:** Why not? Hmm, now any job opportunity I see now I will do it and not makes that mistake again

**Interviewer:** Okay... But how do you feel been unemployed?

**Respondent:** Most of the time when I think this about my present circumstances of unemployment... I feel that all this is happening because it is my fault and I'm reaping it hard myself so it something that really saddens my soul... So I also feel it is affecting my opportunity of getting another

**Interviewer:** In what way is it affecting you?

**Respondent:** Because I have been to some interviews and I'm asked questions like why do you leave your old? And it is always very difficult for me to answer because it is shameful thing to me

**Interviewer:** So tell me, How do you spend your normal day?

**Respondent:** At times the day looks like I don't have a life at all... You get tired of doing the same thing repeatedly... Wake very late in the morning, eat, and argue about football and irrelevant issues that means nothing to my life from morning to night at times it looks like the day is short but is because I don't have a job that is keeping busy.

**Interviewer:** Does unemployment affect the way you see yourself?

**Respondent:** It will most definitely affect my life or how I see myself because it makes me feel lower than my friends... I see some of my friends and they are doing very alright and also even the ones that we are unemployed together I still feel they are better than me.

**Interviewer:** Why?

**Respondent:** It is the same story that I caused what is happening to me... my brothers and sister tells me to move on and forgive myself because of it... But it is just a feeling that comes anytime to me and I can't help but to think deep of it... Let me tell I stopped drinking because of it... Ordinary drinking caused me my job and now I am unemployed and it is not easy to get a job anytime now

**Interviewer:** How is it like for you to stop drinking?

**Respondent:** Laugh... In the start it was difficult for me to do and I really put my mind into it as that is what I decided on my own. My friends that we drink together laugh at me and say I don't know what is wrong with me and that very soon I will come back and drink with them again... But I laugh it off because I don't want to be angry or feel discouraged because of the comments I get from them... I now sit with them when they are drinking to prove that I can do it because in me I know the damage drinking caused in my life and I can change it by stopping so that it won't happen again

**Interviewer:** How do you feel about your friends laughing at you?

**Respondent:** They laugh because they are stupid... I look at them

**Interviewer:** Do you get support from any of these your friends?

**Respondent:** The only support I know they want to give me is booze (**alcohol**) and for me that is not any support to keep my plan

**Interviewer:** What plan?

**Respondent:** To stop drinking in my life

**Interviewer:** How do your peers see you?

**Respondent:** Pause... It is difficult to know because I don't really wait for their opinion about my life so I don't know

**Interviewer:** Do you stay alone?

**Respondent:** Yes... A grown man like should be living close in ways

**Interviewer:** How do you mean?



**Respondent:** Laugh... I have ladies that comes to visit me and I don't see staying with my family is a good thing for me... because I can get insult because of it and I cannot do anything for it... You see that what I mean now

**Interviewer:** You stay alone, who is taking care of you?

**Respondent:** Hmmm... My girlfriend takes care of me in her ways and other girls too do for me [Laugh]... Askis you are a lady.

**Interviewer:** It's fine... How do you cope with unemployment?

**Respondent:** At the same time coping with unemployment is not easy... But my girlfriend assists me financially and encourages me... I can't depend on my girlfriend all the time... she is not getting too much for salary. If she is angry when I ask her for help she sometimes tells me to look for a job that she has her life to take care... We fight for weeks because of the comment and she will not talk to me too... Even she told me some of her friends ask what she is still doing with a jobless guy like me and that she is just wasting her time that better hardworking men can take care of her

**Interviewer:** What feeling do you get because of such comments?

**Respondent:** It is disheartening and makes me look for job the more... Just before you called me for my interview I gave my CV to my sister's friend that asked for the CV... I just think I have not been lucky enough to get a job because I've looked for job to Polokwane...Hm to get job now is " long leg" according to my big uncle and that is true because if you do not know people in top places... it is difficult to get even very small job to manage

**Interviewer:** Do you think without knowing people at top places you can't get a job?

**Respondent:** It is difficult to say at this level of job crisis everywhere... do you know how depressing and frustrating it could be to look for job all the time and no job to even get? I wish I can get a loan or someone to borrow me money to start a small business... I will stop looking for job if I can start a business even if a tuck shop for people to buy things

**Interviewer:** Do you get support from your family?

**Respondent:** I have good relationship with my mama but my father we don't really talk... so it is hard to get support from my family... my father will say to my mama that he is a grown man and must take care of himself... my sister will say anytime my mama talks about the issue of my unemployment, that is what my father must say to her

**Interviewer:** What do you think about youth unemployment?

**Respondent:** The future of so many youth is not bright because of unemployment and I believe the government needs to do something by providing vocational courses or schemes that we can benefit from it. As a result of this a lot of youth like me can learn different skills to help the opportunity of getting a job or to be an entrepreneur... So youth unemployment needs to be attended to so that our children will not experience this same thing we are experiencing at this our generation.

**Interviewer:** As an unemployed youth what kind support do you need?

**Respondent:** The only support I need is a job... Nobody will give you money so I need a job and government should please do something on what I talked about just now

**Interviewer:** What sort of support do you receive from the community?

**Respondent:** I would say the support I also need from the community is the same as the normal answer I gave you... community can do their wish moreover there is a youth leader here and I don't even know who the person is because nobody is doing anything for the youth benefit that I'm aware about...

**Interviewer:** Do you have any other questions or suggestions?

**Respondent:** I have talk about my own suggestions earlier but no question

**Interviewer:** Thank you for giving me the opportunity to interview you

**Respondent:** It is fine

#### **Interview 10: Male Participant**

**Interviewer:** Thank you for taking your time to participate in this study 'Experience of depression amongst unemployed youth of Soweto Township in South Africa'. Please, you are free to stop me and ask any questions again at anytime that you do not understand during the interview and I will explain to you until you can understand.

**Respondent:** Alright

**Interviewer:** Please can you tell me how long you've been unemployed?

**Respondent:** Now two years precisely

**Interviewer:** Have you worked before?

**Respondent:** I have never worked before. After I finished my Matric I have not gotten any employment opportunity for myself

**Interviewer:** Since the completion of Matric have you been looking for a job?

**Respondent:** Yes but I have not seen any job

**Interviewer:** Are you thinking of getting another degree for better job opportunities?

**Respondent:** I wish to do so but money for enrolment is not easy. But can it be because I still have just my Matric?

**Interviewer:** You never can tell...So how do you spend your normal day?

**Respondent:** It is just like every other day... wake up in the morning; go out to meet my friends that don't have a job like me and the ones we went to school together just to talk and play with because at times you get very bored in the house alone when nobody is around you.. So my friend's place that I go mostly has a small shop he repairs phones now so I am using that style to learn from him too

**Interviewer:** Who is taking care of you?

**Respondent:** I stay with my family so they take care of me.

**Interviewer:** Okay... How do you feel been unemployed?

**Respondent:** Hmmmm... I feel down and hopeless. Initially that I go to school sometimes I envy people at home because it looks like they are enjoying and having plenty of time for themselves... I fake to be sick so that I can also stay at home. But now I understand it is not easy especially when you don't have money... Laugh, maybe when you have plenty of money you can love to stay in the house and not worry about anything as a rich man

**Interviewer:** Laugh... So does unemployment affect the way you see yourself?

**Respondent:** Maybe I can say because I want to achieve good things in my life too as a young man... it makes me feel I am backward.

**Interviewer:** Backward how?

**Respondent:** As a young man that don't want to be lazy and wants good things in life... You must think smart to grow higher... it is not good to see yourself friends using good phones, shoes and clothes that are very nice and you can't afford it because you don't have a job or money to buy but you like them... That can make you want to steal to have it too

**Interviewer:** How do you feel about that?

**Respondent:** I try to adjust my thinking to avoid committing what can put me in prison

**Interviewer:** How do your friends sees you?

**Respondent:** Yes they see me

**Interviewer:** I mean do your friends see you as different from them?

**Respondent:** Oh! I don't know because I mind my business a lot... different from the few ones around here, I don't like to bother anybody

**Interviewer:** Do you get any support from your friend?

**Respondent:** Uhhmm, No... Because some don't have money to give me but we encourage ourselves to be strong men with vision... One in my group of friends says he is gonna become the president of this country... [Laugh] and that is his vision and it can happen to me, you or anybody

**Interviewer:** How do you cope with unemployment?

**Respondent:** Every 4 O'clock I go to play soccer for two hours because I like to play soccer a lot so it get me busy for the remaining part of my day except for Sunday... and with the financial help and assistant of my parents. I can say it makes me cope with the unemployment thing sometime but I still want to take care of myself and do little assist in the house too.

**Interviewer:** How often do you get support from your family?

**Respondent:** I don't get support every time but they are always ready to support me... Just that I feel ashamed to ask sometime... Last week I got little support of R200 from them to buy airtime and few change for me and I'm happy for it.

**Interviewer:** Why?

**Respondent:** Because I don't want a load on their chest (**burden**).

**Interviewer:** Do you get any negative comment because you are unemployed?

**Respondent:** Like I said minding your business is good... I don't go to places where they don't like me so I don't get negative comment

**Interviewer:** Are there places to get negative comments?

**Respondent:** Laugh

**Interviewer:** What do you think about youth unemployment?

**Respondent:** Youth unemployment can be called crisis now in this country... it is like nobody is paying attention to youth anymore, we are alone to do things and take care of ourselves. Where are the government people during elections they shout to help the youth? For last month's election is the same story... Government should please pity the youth and give us more job opportunities. If you look it very well the older people goes to work than youth.

**Interviewer:** Okay... So what is your suggestion about youth unemployment?

**Respondent:** Youth can be helped to do training to learn different skills for taking care of living and also government should stop too old people from working so that they young people can have space to work too

**Interviewer:** What kind of support do you need?

**Respondent:** Moral support to keep it going and my parental support is important to me

**Interviewer:** What kind of support do you receive from the community?

**Respondent:** No support from the community but I always think of something from also my idea

**Interviewer:** What is it?

**Respondent:** Laugh... Ok! In this community we can help ourselves by talking to the leader because they are head of us... Organize our own way of teaching ourselves hand works like phone repair, knitting, hair making, sewing, shoe making and so on without payment of money but seek for company

to sponsor it... if we can do it many youth will be happy only the lazy young ones will not like it... it will get many youth in the street busy. My mate a lot that I know I see them drinking very early, taking weed and different tablet... Even a fine gentle girl that we went to primary school together I see her in the night smoking weed and sitting on different men and fooling around... I am a guy we see a lot of bad things happening around here

**Interviewer:** Have you talked to anyone about the idea?

**Respondent:** Not yet.

**Interviewer:** Do you have any question?

**Respondent:** No my sister

**Interviewer:** Thank you very much

**Respondent:** No problem always

